

TOP COVER

THE POLICE FIREARMS OFFICERS
ASSOCIATION MAGAZINE

WHAT THE PRESS THINK
WHEN WE STAY QUIET
NEW AUDI A3 TESTED
SEARCH & RESCUE THE
CAMSAR WAY
EATING YOURSELF
HEALTHY

IT'S NOT THE CRITIC WHO COUNTS

THE AZELLE RODNEY INQUIRY –
WHERE DOES IT LEAVE FIREARMS OFFICERS?

IN THE BEGINNING. THERE WAS THE MINI HATCH.



The original MINI hatchback is still leading the pack. Stacked with technological wizardry and packing a powerful punch, you get all the thrills of MINI's trademark go-kart handling with wallet friendly fuel consumption to boot.

For details on the MINI Hatch and other MINI or BMW models across the entire range available to PCF and Police Federation members through the UK Forces Sales Programme, contact the UK Forces Sales team on 020 7514 3565 or email mini@bmw-uk.co.uk quoting 'PCF Magazine'.

BMW GROUP

International & Specialist Sales Division
78-98 Marsham Street, London SW1P 4DF
020 7514 3565 www.bmw-ukforces.co.uk



Official Fuel Economy figures for the MINI Range in mpg (l/100km): Urban 25.0-57.5 (60.7-4.2), Extra Urban 34.0-66.7 (5.5-3.5), Combined 35.0-74.5 (7.9-3.8). CO₂ emissions 83-99 g/km.

TOP COVER

MEET THE TEAM

Our regular columnists

Mark Williams	Editor
Steve Howson	Post Incident Management
Chris Blackledge	Scenes on the Street
Scott Ingram	Law & Regulations
Justin Carvelly	Health & Fitness
David Williamson	Force Chapter
Stephen Smith	History
Mark Stuke	Redout

Graphic design

www.creativewell.co.uk

PFOA accountants

George Hay Hastinghays Cambridge



HOW TO CONTACT US

The Police Pension Officers Association

PO Box 116, March, Cambridgeshire PE13 5BA

T 01354 762 444

E info@pfoa.co.uk

www.pfoa.co.uk

The PFOA cannot accept any liability for losses incurred by anyone as a result of reliance on the post of association in 'Top Cover'.

Registered Charity in England and Wales No. 1193427
Company Number 02057197

© The Police Pension Officers Association 2019

DISCOVER MORE ONLINE

Scanning this QR code will take you directly to
www.pfoa.co.uk



Gift Aid is available for charities to claim 25p in the pound back from donations made to the charity.

We submit a return to HMRC with names of the person donating. We do not submit the actual Gift Aid forms. You can ask for Gift Aid to be claimed on your behalf for your PFOA donations by sending Debbie in the office at info@pfoa.co.uk (post: Gift Aid donations in subject line).

Please state your full name and house number and postcode. Gift Aid forms at the office have address/house number and postcode – we have three records in case HMRC want to dip sample that the name on the return is from the bona fide taxpayer!

We then do the rest and claim the Gift Aid back which goes towards supporting our colleagues and their families all over the UK.

Thank you!



WELCOME

TO ISSUE 4 OF TOP COVER. What an incredible few months it's been since the last magazine! We have had the horrific scenes at Wetherby where Detective Les Raby was callously murdered and the prosecution story by Met Pension Officers, making news headlines around the globe. The Pension Officers who responded displayed great courage and professionalism. I would personally like to put a record here proud I was of them and those who dealt with the subsequent post incident procedures. In the past weeks we have also been digesting the fallout from the Aarle Rodney Public Inquiry Report. Those of you out there carrying Pensions will already appreciate the complexity and danger of the work you do. This report now raises the bar to a level unheard of before. There appears now to be an expectation that Officers should be able to determine the medical condition of a subject after such an event, otherwise any subsequent action could be deemed unlawful. I have yet to speak with anyone outside of the Police family who can believe the situation that our colleague ED now finds himself in. We have also just had the results of the Health and Safety trial in Manchester looking into the tragic death of PC Ian Terry. This raises the issue of the 'vulnerability' of Police Pensioners' instructors. A Constable is found guilty and fined (which could have been imprisonment had the incident been a few months later) and the Force has pleaded guilty, receiving a massive fine and costs. Is it now time to consider liability insurance for instructors?

On a brighter note we have just had the annual PFOA Ball. It was a fabulous Saturday evening in Windsor with 519 guests attending. We have already booked next year's Ball so look out for more details in this magazine. In this column Nadia Cohen, a freelance journalist, looks at how saying nothing after a shooting can have a negative impact on public perception. Chris Blackledge looks at the scientific implications of the Aarle Rodney accident and Steve White from the Police Federation shares his support to Pension Officers and the PFOA. We hope you find it a thought-provoking one.

"Thanks for all your continued support, but most of all thanks for all you do!"

Mark.

MARK WILLIAMS EDITOR | mark@pfoa.co.uk

giftaid it

Up to 40% off Home, Motor and Motorcycle Insurance

**Specially Discounted Insurance for all members of the
Police Firearms Officers Association and Partners**

(Please quote PFOA when enquiring, a donation of £10.00
will be made to PFOA each time a policy is taken out)



POLICE INSURE

Everything Taken Care Of



Call 0161 762 4416 NOW!
or visit www.policeinsure.co.uk

Follow us on: [f www.facebook.com/PoliceInsure](https://www.facebook.com/PoliceInsure) [@PoliceInsure](https://twitter.com/PoliceInsure)

CONTENTS



24 OPEN FAMILIES
Lessons From
Training

16 FLY TO HEAVEN
On Clara's death
in Berlin's forest



10 IN SEARCH OF FULFILLMENT
Cambridge Search and Rescue

FEATURES & REGULAR

- 6** SCIENCE ON THE STREET
E7 – A Scientific View
- 10** IN SEARCH OF FULFILLMENT
Cambridge Search and Rescue
- 13** WHO'S NOT OUR BAKED?
Impact of Police Shootings from Officers' Perspectives
- 14** 60 SECOND INTERVIEW
DCC: Simon Christensen on the Aerle Railway Inquiry
- 24** OPEN RANGE
Forensic Teacher Training
- 30** TROUBLE SHOOTING
Professor's perspective: Niala Cohen, on when "No comment" can mean
- 33** POST INCIDENT MANAGEMENT
Keeping Warlock Happy
- 36** LAW & ORDER
Taking stock of the latest shifts in power
- 40** BOOK REVIEW
The Catalyst, by Gordon Brown
- 45** LET'S WORK TOGETHER
Seven Years from the Police Federation
- 46** MEMORIES OF BROADWATER BRUSH
medically new Chairmans' own experience

HEALTH & FITNESS

- 22** SUMMER SUN & HEALTHY EATING TIPS
Great ideas for keeping healthy on the beach

NOTHING

- 16** MY RIDE TO CAR HEAVEN
Mark Williams' retirement ride
- 21** AUDI A3 2.0 TDI
On test with TOP COVER

PFCA NEWS

- 28** CIDER POLICE SUPPORT UNIT
50th Anniversary Family day
- 29** WHAT HAVE WE BEEN UP TO?
Latest news and updates
- 43** THE PFCA SUMMER BALL
Details for the 2014 event not to be missed

E7 A Scientific



On 30th April 2003, Audie Rodney was shot dead by E7, a very experienced Met Police specialist Firearms Officer. Rodney was the rear seat passenger in a silver VW Golf; he was in company with two other men – all three en route to join a gang of Colombian drug dealers at gunpoint inside their VW. The intelligence suggested automatic or possibly machine pistols. As the armed interception was called, E7 was in a crossing vehicle, positioned alongside the rear seat of the Golf next to Rodney. As Officers advanced, E7's perception of the movements and intention of Rodney led him to discharge his G36 – eight shots were fired in around two seconds.

In July 2013 Sir Christopher Holland, a retired High Court Judge, published his view on the actions of E7 having considered evidence presented at a Public Inquiry. He made the following remarks specifically in relation to honestly held belief: "E7's account of what he saw are not to be accepted. Prior to firing he did not believe that the man who turned out to be Audie Rodney had picked up a gun and was about to use it. Further on the basis of what he was able to see, he could not rationally have believed that." Sir Christopher concludes: "I am wholly satisfied that firing as it took him was disproportionate and therefore unreasonable and unlawful – even if it were proportionate to open fire at all, there would be no basis for firing the final fifth or sixth shot."

'OFFICERS MUST CONSTANTLY ASSESS THE THREAT POSED BY THE SUBJECT AND THE CONTINUANCE OF THREAT. THE NUMBER AND SEQUENCING OF ROUNDS FIRED WILL DEPEND UPON THE CIRCUMSTANCES THAT EXIST AT THE TIME' ACPO – APP, 2013



daavidblackledge@trent.nhs.uk
daavid.blackledge@met.police.uk
+44 (0)7866 734432



VISUAL INFORMATION JUDGEMENTS DECISIONS AND FIRESTHOLD
RELIEF WHAT DO Sudden movements mean to you? DO YOU SHOOT
OR WAIT?

View

WRITTEN BY DAVE BLOCKSIDE

Officer E7 had to make a split-second decision in the face of inadequate and incomplete information. The context of decision-making is both dynamic and fluid; there may not be 'just one' correct interpretation for what is about to occur. Visual information provides conflicting individual choices; every individual's perception may be slightly different. However, when dealing with a perceived lethal threat, a 'tipping point' is reached — a brief moment when a decision must be made based upon the emotions, feelings and expectations for what you honestly believe is about to happen. Therefore, every subsequent review and every precise consideration of a point of law, all flow with the benefit that only hindsight can bring.

This slow-time analytical review of evidence after a Police shooting frequently becomes preoccupied, falling under the demanding influences of social politics, media speculation and organizational posturing. Ironically legal teams and interested parties 'test' the perception of the Principal Officer under some category of a cross-examination, the scenes played out within the theatre of a political process. Decision-making, context interpretation and the human capacity to process visual information are seldom, if ever, considered in litigation. Some may think such matters unimportant, but to not consider such issues is a failure of the investigational process.

In the case of Rodney his hands could not be seen — yet weapons were not to him. Therefore the ability of E7 to respond to any 'harm' from a threat was dependent upon perceiving and interpreting a specific 'context' for what a movement and behaviour meant at the moment interception took place. Remember, Rodney was not still — he looked from side to side, moving around in the rear of the vehicle — a fact confirmed by a member of the public who stated that Rodney was 'continually adjusting his view... he made a shaking movement'.

So Christopher states 'I find with confidence that Azzle Rodley never intended by conduct or posture any potential for armed response.' So Christopher fails to mention that Rodney could have 'invited suspicion' by placing both his hands up in the air — a simple and publicly accepted display of acceptance. Yet, for some reason, he chose not to.

The law as we know recognizes reasonable and the existence of a pre-emptive action based upon a personal and reasonable perception for the circumstances of threat. So Christopher states, of E7 'We could not have seen and thus did not see anything suggestive of an imminent armed response by Azzle Rodley.' He adds, 'The only available firearm with which he found such a response was the Colt — the position in which it was subsequently found was inconsistent with it ever having been in his hand'.

What the Famous Officer was for a potential weapons

discharge or a fleeting glimpse of a weapon as it rises towards Officer? No. Expert biomechanical evidence has established that a seated passenger inside a vehicle could raise and fire an automatic pistol in 0.14 seconds.

Continually one or hand movements may seem similar — concealing drugs, working a seat belt or reaching for a handgun all have similar features. How then should any of us judge the intentions of a suspect suddenly rising from crouching in the vehicle from well and then popping back up, when pro-event intelligence highlights the potential for automatic weapons and a machine pistol threat?



HIGH-SPEED CAMERA FOOTAGE CAPTURES THE DISCHARGE OF A HANDGUN IN 0.14 SECONDS — THIS SEQUENCE OF MOVEMENT IS FASTER THAN ANY OBSERVER'S VISUAL THINK-OLD. YOU WOULD NOT SEE WHAT WAS HAPPENING UNTIL AFTER THE SHOT HAD BEEN FIRED.

For So Christopher, proportionality appears a simple supposition: if you couldn't see it you then you could not or should not have inferred it. Instead he fires on a 'rational decision' approach, one that can be made in accordance with reason and logic. You watch what is going on and make your judgements accordingly, keeping your delivery of force at a reasonable and proportionate level at all times: perhaps a cadence of action and then supplementary movement: maybe a pause between shots?

This presupposes of course, that the effect of E7's shot would be apparent and instantaneous — which is very unlikely. So Christopher then highlights that on his view, the first four shots fired were reasonable warning, a suggestion that E7 should have been aware of due fact and stopped firing at the time. No commentary or narrative is given for the possibility that Rodley could discharge a firearm at Police, even with reasonable suspicion.

Consider the Lee Rigby murder and the subsequent knife and

Pleasant attack on Police at Windwick – a wounded subject lying on the floor, continuing to make the language back remains ARV Officers, having – yes, survivable injuries.

The difference between the two incidents will involve several visual confirmations – the definite confirmation of a handgun – but what if the subject's hands can be seen, only a movement that appears compelling and a specific threat – when does? Do you wait?

Legally, proportionality can appear to be a straightforward and simple process. Many people genuinely believe they see every detail of what occurs as it occurs – however that is never the case, we process very limited visual information as humans. Officers seldom have sufficient time to analyse exactly what is happening and then deliver a judiciously measured response – one that fits within such a well constrained legal expectation. So how precise is a process of criminal assessment?

Human decision-making is frequently imperfect in a process and this is especially true when individuals must operate under a significant time pressure. Fast judgements and accurate perceptions can be fluid processes requiring varying degrees of time for optimal analysis and response selection. The human visual system cannot always process information accurately and keeping pace with the speed of a subject's hand movements, body rotations or weapon position can be extremely difficult – often impossible in very short passages of time where vision is directed to a specific target.

Procedural actions become stored within long-term memory after repeated practice and training. There can receive privileged access within the brain via the amygdala, our emotional early warning system, a fast sub-conscious response mechanism to a cue light or flight. The purpose of most skills training for firearms threats is to equip the individual with fast reactions for the skilled delivery of a tactical option and as a consequence, Officers become sensitised to specific threat cues that can be subconsciously triggered with very limited visual information. The 'gut' of a movement is often enough to correctly anticipate what a movement means.

Visually the brain has two specialist processing systems that transport information obtained through our eyes. These two visual pathways are often referred to as the 'where' and the 'what' streams – the ventral and dorsal streams. The ventral or 'what' stream is slow, it requires context to bring some understanding to the visual information being processed. However the dorsal or 'where' stream is fast – very fast. It is the dorsal stream that triggers a subconscious perception of movement and prompts the

rapid reaction to a perceived visual threat.

The dorsal stream provides the brain with rapid 'danger' information, this way often be a fast initial perception of movement. Movement captures visual attention, firing neurons within the brain at a subconscious level. Specific threat cues may initiate the reflexive triggering of a 'shoot' response, especially when the observed action 'matches' a contextually specific or familiar cue. Pre-event information about the position of weapons and subject movements has a sensitising or priming effect; this sensitises the brain with anticipation and preparation for confronting a subject.

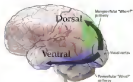
The ability to initiate very fast anticipatory movements is an essential skill for 'reading' your opponent especially when preparing and then commencing any physical interception. By way of a sporting illustration – subconscious and early visual processing via the dorsal stream enables top tennis professionals to return serves of over 140mph.

With less than 0.3 seconds to visually observe and position their own racket, tennis pros must see and anticipate the arm position of their opponent and the likely path of travel of the tennis ball; this must all occur prior to the strike of the ball at service. To wait is to lose since the ventral stream lags behind – requiring additional information to determine what exactly is happening. He who hesitates is lost!



DYNAMIC HUMAN MOVEMENTS ALL OCCUR IN HUNDREDTHS OF A SECOND

It is important to appreciate that two visual information streams exist, because each 'broadcast' of visual information requires a different time interval for the brain to make some sense of what is happening – processed visual information may



trigger conscious and unconscious visual activation and the time compression or agency – the ‘need to react’, then determines the quality of judgements.

The time differential between the two visual streams has a direct bearing on the Forensic Officers’ capacity to process and make some sense of visual information that is rapidly moving and changing. The dorsal stream is subconsciously warning the brain of where a threat is, ahead of any specific conscious visual confirmation. Frequently it requires a large visual change in movement or shape, so often the first that the subject’s behaviour has now changed.

In close proximity to a perceived deadly threat, the knowledge of ‘where’ the danger sits will be prioritised within the brain at a faster speed and ahead of the detailed or complete picture for exactly ‘what’ is happening. Simply stated, an ‘awareness’ of the target area of control must be cognitively more important when attempting to neutralise a threat – than is the precise positioning of the subject’s hand or arm elevation or facial expressions. To divert your attention elsewhere takes time and potentially allows the subject more time to discharge a potential weapon.

As highlighted in the opening edition of **TOP COVER**, when Police discharge a weapon at a human target it is likely that the ‘target’ has subsequently moved within the intervening time period of decision making – that is, the bullet is flying towards a visually historic image. In the case of Rodney as the first shot hit his arm a witness describes seeing Rodney then ‘*he now acquiesced made an unusual and unusual movement at this point.*

He hit the dead on the roof of the car. It was like a reflex movement, like he had hit on a gun.” E2 fired his shots at a cadence of around 0.3 seconds, therefore it seems very likely that the position of Rodney’s head would have moved between shots. As E2 registered Rodney’s movements, time slowed forward, it is wrong to suggest that the entry wound corresponds with the body position at the time of decision-making since there might be no correlation at all.

A full forensic review of evidence is incomplete if visual processing, speed and biomechanical instructions are not considered in relation to bullet entry positions. A completely unrealistic picture may develop if people are ignorant of action and movement variables.

In his summary of evidence Sir Christopher demonstrates a very limited understanding of the human cognitive processes, those essential for determining and surviving an imminent threat. He demonstrates limited understanding for the visual demands placed upon a reacting Officer and limited knowledge of human performance for initiating action and stopping action. His assessment of the human visual system and the time taken for rational decision making is flawed by scientific knowledge – yet, he is the Judge!

It would seem therefore that ‘blending and assessing’ is not quite as straightforward as many Forensic instructions envisaged and many people may subsequently question just why any Police Officer volunteers to place themselves within circumstances such as these! ■

“It’s not the critic who counts. It’s not the man who points out how the strong man stumbled. Credit belongs to the man who really was in the arena, his face marred by dust, sweat, and blood, who strives valiantly, who errs to come short and short again, because there is no effort without error and shortcoming. It is the man who actually strives to do the deeds, who knows the great enthusiasm and knows the great devotion, who spends himself on a worthy cause, who at best, knows in the end the triumph of great achievement. And, who at worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and cruel souls who know neither victory nor defeat.”

Theodore Roosevelt

IN SEARCH OF FULFILMENT

EVER SINCE LEAVING THE ARMY SOME 15 YEARS AGO I'VE MISSED THE CAMARADERIE, THE SENSE OF TEAMWORK AND, YES, EVEN THE ADRENALINE WHEN CALLED INTO ACTION AND I'VE NEVER COME CLOSE TO FINDING THOSE IN MY NORMAL DAY TO DAY WORKING LIFE. THAT WAS UNTIL I DISCOVERED CAMBRIDGESHIRE SEARCH AND RESCUE.

WRITTEN BY DUANE HAGNIF

I was on my way to pick up an expedition trailer from a guy in Devonport, I noticed signs around the guy was an ex-military, raising questions that I'd never seen before. I queried what he did, "oh it's not my day job" he said. "I volunteer for search and rescue" Up until this point I was under the impression that search and rescue means mountains, but there weren't mountains for miles and miles. He told me about AJSAR, the Association of Land-based Search And Rescue and how his unit was part of that larger organisation. He had just got back of a long and arduous search and we chatted a while about his unit.

When I got home I did my own research and there was a unit in my doorstep! Cambridgeshire Search and Rescue had their headquarters in the town adjacent to my village.

I called them up straight away and was duly told that the Unit Commander would give me an interview over the telephone to try and put me off! The training manager was right! While it costs something like around £600 to kit each member of the team out with kit and equipment I can see why they need to screen the dedicated from the start.

The following week I was along to my first training session and have been hooked ever since!

WHAT DO WE DO?

Cambridgeshire Search and Rescue (CamSAR) was founded on the 1st August 2006 to provide trained search and rescue technicians to Cambridgeshire Constabulary in the search and recovery of vulnerable missing persons. A vulnerable missing person could be a child, an elderly person suffering from dementia or even someone who is considering taking their own life. In each case and many others, an emergency response is vital.

CamSAR also provides Category Two Response to the East of England Ambulance Service Trust (EEAST) and Cambridgeshire Fire and Rescue Services (CFRS) along with

DUANE HAGNIF
Search Technician and Volunteer for
Cambridgeshire Search and Rescue
T: 07584 201263





Civil Contingency Support services to the Emergency Planning departments of various local authorities in Cambridgeshire. Our volunteers are fully trained and always on hand to offer assistance and support to those in need. They respond quickly, providing vital help when major emergencies, road accidents, weather incidents and fires occur. Whatever happens, from setting up an evacuation centre to attending a major accident, Cambridgeshire Search & Rescue are ready to respond.

HOW ARE WE FUNDED?

As a registered charity CanSAR relies mostly on donations from the public and local businesses and receives no government funding. All donations and money raised go directly to the running of the team.

When we join and complete our training programmes and course to qualify us as search technicians we are then issued our kit and equipment, Police kit via tactical vests, pole shirts, trousers, waterproof (in a degree) jacket, helmet and rucksack. We have to fund our own high leg boots partly due to the cost (and the fact they cannot be recycled to other members if you have to leave the service). We then spend the following months and even years adding to and maintaining our own additions to our equipment like safety belts for carrying first aid kits, water, rationals (some of the searches can last days or even weeks) and some even splash out on their own GPS units or the shodder as a compass!

The kit and equipment doesn't stop there, we have Vehicles to service, run and maintain. Currently we have 2 Novans and one poorly RAM all listed out and registered as Ambulances.

We have Black search equipment, throw lines, dry suits, life preservers, the Kayak team has set up top kayaks as well as inflatable, the Bike team has four dedicated search and rescue bikes to maintain. We also have an Incident Command Unit (ICU)-or mobile Police station- that search operations are directed from. This is listed out with Radio (push to

member has not fit safety as well as the Radio up leaving one that is tracked by GPS and trapped on a computer in the ICL.)

Loss of this equipment has been donated or supplied at honey donations and we are truly grateful for those donations that keep the team running. We have recently been given licenses for all members for 1:25000 mapping on our smart phones by Vorranger and we take this opportunity to thank them for this invaluable service. If anyone has any ideas for sponsorship, or equipment (radioing etc. please contact me on my details on page 18)

THE INDIVIDUALS

Available 24 hours a day 365 days a year, wherever the weather, the team is equipped to search even the farthest parts of the country within an hour.

As we are all volunteers from all walks of life, most have day jobs and have to fit in Search and Rescue around their own families, work and other commitments. The dedication by the team however is second to none. It could be thinking

direct with head and rain in the middle of winter after a 12 hour working day that the coldest current, but you can bet that as many of the team who can possibly be there will, sometimes searching through the night, only stopping to change back over their work clothes to start another day work without any sleep.

All of our volunteers are trained to national standards in comprehensive Search and Rescue techniques and these skills are extended by further training in other relevant subjects such as first aid, navigation and communications to name but a few.

Our search management team drives a post not only formal search management training but also joint experience and knowledge in personnel management and logistics. Coupled with health and safety, crew management and emergency resource deployment the team is able to provide a comprehensive SAR resource within the country.

SPECIALIST RESOURCES

CamSAR are also able to deploy various specialist resources including an Inland

Water Team (IWT) who utilize kayaks and mounted Rafts to search the inland waterways that are prominent here in Cambridgeshire.

We have a Bike Search Team (BST) who deploy swift 'nose and path' search techniques from mountain bikes to help the teams with reconnaissance of a larger area and cross road and path searches, before the foot teams deploy to areas needing more thorough searches.

We also have individual team specialists such as first responders and trackers. The team also utilizes its own radio communication equipment making CamSAR completely self-sufficient.

I hope that none of the readers find themselves in a situation of utter desperation not knowing where a loved one is, but rest assured, no matter what country you reside in, that a local Search and Rescue team is at the ready to be called upon if needed to help find them. ■



WHO'S GOT OUR BACKS?

WRITTEN BY MARK WILLIAMS

When I first became an ARV Officer back in 1996 I had little or no concept of the consequences of me being involved in a shooting. Sure I spoke with my family but that was mostly about how exciting the job was, and how we got the best cars (when they weren't broken) and equipment. I believed that having been involved in an accident, I would be sent back to division for a few months whilst the investigation took place and then return for tea and mussels themselves! How naive was that! But that's how it was. In London you could have a shooting North of the river by no means in your own area and actually never know who they were and what happened. We would of course do briefs what we knew on a boring early run whilst parading around, and everyone would clap in with their own idea of how they would have dealt with it.

How things have changed. Life has changed, the society we Police has changed. Camera phones, social media, 24/7 news and of course the normal ambush crisis! Over the past 15 years there have been a number of high profile Police shootings in the UK. There have also been a few incidents where there is little or no interest by the media or the public. As Firearms Officers we all understand that whatever the case there will be a trial by media after a shooting. Sometimes that can be good, other times it's bad – very bad! What has changed over the years is the attitude of the Police Service itself to these high profile events. We recruit and train Firearms Officers from the rank and file. We spend thousands of pounds giving them the best training and the best equipment to do their job. They go out there and on extremely rare occasions they will be called upon to discharge their firearms. For some reason or other the stance by the Police Service on most occasions is to apologise immediately to the family of the deceased, or hide behind the political process and the independent investigation, and not say anything to anyone including the deceased's family. The main question that always comes up from Firearms Officers, and their families, is "why won't a senior Officer get up to front of the camera and openly support the actions of the Officers?" If we look back in history and see the issues that arose from the Sainsbury shooting of James Aubrey and the subsequent making of the Chief Constable you can go some way in understanding why it might be better to keep quiet. Following "Stockwell" the three Commissioners, Sir Ian Blair, appeared on TV and supported the Officers that risked their

lives that day. Sadly for Sir Ian, other senior Officers on his team seized upon the opportunity to "smack" him and the rest, as they say, is history.

We all realise the impact that a Police shooting has on the families of those we shoot and the communities we serve to... but what about the Police Officers? What about the men and women who carry firearms? Aside from the MED and CNC chap are all volunteers. Why do they volunteer? What is the attraction when so much bad news follows incidents where Police discharge their firearms? Many Firearms Officers forgo promotion, and in many cases dedicate their careers to firearms operations and training.

In my opinion it's because they care, because they want to protect the public and their unarmed colleagues, because they enjoy the training, the challenges and most of all enjoy being part of a unique family – the Police firearms family. The least they deserve is someone in a position of authority standing up and openly supporting them. I don't mean a short statement on the force website, or taken

words at a pre-arranged meeting, usually when they are off night! I mean in front of the camera giving a large portion of support. In 1995 150+ SC119 Officers banded in their authority to reflect on an unlawful killing verdict in the Harry Sunday Inquest. This sent shockwaves throughout the firearms family all over the country. The outgoing Commissioner, Sir John Stevens, took personal charge of the situation and went on TV in support of his Officers. He even went on to explain that he carried a firearm for some 11 years and how it was the most difficult decision in policing to discharge a firearm. One of my absolute memories of "our leader" was the way he sat down in front of some 150 men and women, spoke to us at the right level and supported our decisions. He further reinforced his support when he was almost ambushed by the BBC outside of our base and he was interviewed live on TV!

So where do we go from here? One of the questions I asked DCC Simon Chatterman on this issue of **TOP COVER** was "If you were naming your career again would you be a Firearms Officer?" His candid response was "In my head, no. In my heart, yes." Thankfully there will always be volunteers, and thankfully there will always be support for what Firearms Officers do, but more than ever before we need the Police Federation and Senior Officers to stand firm square behind us so we at least have a voice. ■

We all realize the impact that a Police shooting has on the families of those we shoot and the communities we serve in... But what about the Police Officers?

DCC SIMON CHESTERMAN

TOP COVER EXPLORES THE AZELLE RODNEY INQUIRY FALL OUT



DCC SIMON CHESTERMAN

Where does the inquiry leave pre-planned armed ops now (intel etc)?
The Public Inquiry made three recommendations. Two relate to improving the way in which the Police Service conducts debriefing following a Police shooting, the third calls for a review of the MPS armed policing arrangements, taking into account the learning from Operation Tipton. I was asked by Assistant Commissioner Mark Bowley to complete the review and I have submitted my report to him. A summary is publicly available at www.met.police.uk/foi/pdf/priorities_and_how_we_are_doing/corporate/operation_tipton.pdf

The reality is that criminals will continue to use themselves to commit crime and the Police Service has to step up and protect the public. Wherever possible we should seek to make arrests and curtail their activities before an armed intervention is necessary, but the nature of this type of offending, which is often sporadic and with very little intelligence, means that this is not always possible. Therefore, it is our duty to maintain the capability to conduct armed interventions against dangerous armed criminals and terrorists in order to prevent harm and protect the public. In this report, nothing has changed, however, we must continually move to learn from incidents and improve our guidance, training and tactics.

Azelle Rodney was in a vehicle with two others en-route to commit an indictable offence; they had three firearms in their vehicle, should Police have stopped the vehicle?

Generally speaking, the Police frequently receive intelligence of this nature i.e.

armed criminals in a vehicle en route to commit offences where firearms may be used. Ideally we would want to intervene before we get to this stage but this is not always possible, either because acting too early is unlikely to produce sufficient evidence to ensure the criminals are kept in custody which delivers sustained public protection, or because the first we know of it is that they are on the way to commit the offence. Either way Police Resources commanders have to balance the risk to the public, the subjects of the operation and Police Officers.

Consideration could be given to deterring the subjects by placing high profile Police resources in the vicinity of the planned offence. With determined criminals this may not deter them and if it does then they are likely to commit the offence anyway as a form of their choosing when our intelligence may not be so good (in this case the location was incorrect and this was not a realistic option). If the Police don't stop the vehicle and the subjects go on to cause serious harm or kill someone, we are failing in our duty to protect life and property and are likely to have breached the Article 2 rights of any individual(s) who may have come to harm.

In relation to your question as to whether, in this case, they should have stopped the vehicle, the following is a direct lift from my review. "In this case, the MPS had good reason to believe that Azelle Rodney and his two associates were armed with fully automatic firearms and were travelling to an area of London in order to commit an armed robbery where they intended to rob a small criminal group of their drugs. The tactics adopted by the MPS, namely to conduct armed surveillance on the vehicle they were



travelling in, to intervene when there was sufficient evidence and before they were able to complete the robbery, were necessary and proportionate to the level of threat posed."

The inquiry comments on the medical condition of Asadul Rodriy after such shot – surely no one can expect Firearms Officers to medically assess after each shot whilst engaged in a life or death confrontation?

Firearms Officers are individually responsible for their decisions to use force and intend for decisions to refrain from using force. If, based upon their honestly held belief, they can safely opening fire then the number and sequencing of rounds fired will depend upon the circumstances that exist at the time.

Have posed the following question: "Is it 'reasonable' to expect a Police Firearms Officer to shoot, assess the threat, shoot, assess and so on?" The conclusion, based on legal advice, is that what is 'reasonable' can only be decided by the circumstances of each individual incident. There may be cases where a requirement for a Police Officer to pause and assess after each and every shot is potentially dangerous and, therefore, unreasonable.

Is there now a need to explore new ways of hearing evidence at an inquest/enquiry (intel etc.)?

Yes and this is one of the recommendations of my review. The nature of the intelligence in this case means that it could not be considered by an Inquest. This has resulted in a public inquiry eight years after the event and this is not fair on any of the parties involved including Mr. Rodriy's family and the Officers.

Following a Police shooting the 'job' are very reluctant to come forward and support the Officers involved, and instead appear to spend most of the time apologising – why is this?

Depends what you mean by 'support', the Post Incident Procedure is designed to balance the welfare needs of the Officers with the requirements of the investigation and my expectation is that principal Officers and their families are supported.

I do accept that the current legal process with IPCC investigations, CPS decisions,

Inquests and potentially public inquiries takes a long time and that has resulted in principal Officers being left in limbo for years. This is bad for the Officers and personally worse for the bereaved relatives who want to know what has happened to their loved one.

I suspect you are asking why don't senior Officers do more to support principal Officers in the media? The reality is that we are unlikely to be in a position to encourage the Officers, where appropriate, until the matter has been investigated, there are some notable examples where this has been attempted in the past and it has gone badly wrong. This has made the service very cautious and the IPCC has primacy on matters to the media. I accept that we could do better and the lessons from a number of deaths following Police shootings is that we sometimes need to get information onto the public channels to reassure the public and this is an area of ongoing debate.

This ARB and recent Health and Safety Trial in Manchester have once again catapulted the work of firearms into the media spotlight, is there a need for more public education on our role? (Can the PFCA play a part?)

There are already some great examples across the country of public engagement involving schools, social media, public meetings etc. The more we can do to ensure that the facts are available to the public, the better. I am currently involved in the production of a short film intended to have some impact about Police firearms and this will be on YouTube and used to help educate young people.

Firearms Officers have a responsibility to themselves and their families. Some Officers have been arrested and put on trial following shootings, others have been told they narrowly avoided prosecution, if you were starting your career again would you consider being a Firearms Officer?

My head says "no" on the basis that a split second decision that I make under extreme stress will be associated with the benefits of hindsight for many years. My heart says "yes" on the basis that someone's got to do it and I find Police Firearms more to be made up of highly professional

Officers and some great characters and I would want to be part of that. To answer your question I would probably follow my heart.

Is the Police Service doing enough to protect the anonymity of Officers? Is there a conflict from what the service want and what the Officers want?

The Police service can not grant anonymity, only a court can do this following an application. We should have adequate procedures to protect the identities of Firearms Officers in the event they are involved in a shooting, this will include using call signs instead of names on command and control logs and protocols agreed with the IPCC. If the way it we are not doing enough, I am happy to look into this.

What are your views on segregating Officers immediately following a shooting?

It would be impossible to segregate Officers immediately after a shooting and there is no flow in the argument. When there are dead the incident is not over and there will be a phase to render first aid and to ensure the threat has been neutralised. This could involve searches and an ongoing containment. If segregation is intended to prevent collusion prior to the preparation of the Officers' initial accounts then it would be ineffective as for operational reasons they may remain together for hours after the shots have been fired.

What is the problem we are seeking to solve here? The national guidance on post incident procedures is very clear on collusion. Post Incident Managers are well trained and the IPCC investigators attend the designated place. The guidance on post incident procedures has been subjected to senior working judicial review proceedings and found to be adequate.

We are embarking upon a project to reconsider the use of body worn cameras in firearms operations. I say reconsider, because for good reasons they have been rejected in the past, but the technology has moved on and the time has come to reassess whether body worn cameras would build public confidence and protect the Officers. ■

MOTORING



in the spring edition of **TOP COVER** motoring, I alluded to the fact that retirement was looming, kindly me, and that there was a special something on the horizon in the car stakes. After much consideration I short listed a couple of cars and came up with the Porsche Cayenne Diesel 3 and the Mercedes Benz C63 AMG estate. The Porsche was the car I liked at first, a new model with an amazing 4.7 litre diesel propelling it from 0-60 mph in just 5.6 seconds, which is not bad for a massive 4x4 and at the same time returning some 54 mpg combined. I visited the Porsche Centre in Nottingham, and sat down with the sales executive Gary, and thank me you need to be strong down when you start looking at the prices! I decided to place a deposit on a car for a September

2012 delivery. In the meantime Porsche would let me have a demo car for the weekend, albeit just the normal 3.0 litre! Sadly for them, and perhaps fortunately for me, the demo I had for the weekend in February was quite literally appalling. I was promised a demo that had an amazing spec, only to be told it had been sold. The result being they 'painted' me off with a three year old diesel, which really did expose the weaknesses in the vehicle. Wind noise, rattling dash, cheap plastic, stalk switches to name but a few. It will come as no surprise that when I returned the car I asked for my deposit back on the V6 diesel and asked the showroom points. Looking back it's probably a good thing as the car when I had asked a few options came to over £20k. The worrying thing about it was the fact I had to pay extra for basics like phone camera, sat nav, metallic paint, heated seats etc!

I have always admired, and in fairness drooled over, the Mercedes AMG's. Those of you that have heard the incredible sound of the V8 engine will know exactly what I mean. So on a wet miserable Saturday in February I visited Mercedes Benz, Cambridge and enquired about a new C63 AMG Estate. Much to my delight, and my wife's despair, Mercedes were doing some great offers, and even better was the fact that I was offered a test-drive there and then. Having never driven an AMG before it was one of my best motoring moments as I turned the key of a quivering C63 AMG estate. Even my wife was impressed with the sound, although she did not quite share my undying love and yearn for the 4-wheel burn! The test drive was great, in fairness it drove very slowly but did enjoy the occasional lisp to reach the green speed limit. I almost managed to convince my long suffering wife that we were in fact going to buy a practical family estate car, big enough for the kids, shopping and the dog. It was also a petrol car, which is cheaper to buy than diesel, and the car itself, unlike the Porsche, came with everything as standard and in £20k cheaper so, in real terms, I was saving money!

Having left the dealership with a proposed deal in hand I decided to do some further research. As a regular reader of *Whatcar* magazine since 1974, I know of a company called Carfile. They are in effect a car broker and negotiate deals with dealerships of various different makes. I called Jonathan Lawless and explained what I wanted and the deal Mercedes Cambridge had offered me. My C63 estate would be in white with black and red Designo seats, Harmon Kardon music upgrade, too my Level 42



MY RIDE TO CAR HEAVEN

WRITTEN BY MARK WILLIAMS

CDS would sound great). Heated weather jets, a meet with the visitors we have, rear privacy glass and rear side airbags. Retail price for the car was just under \$60k. Jonathan came back to me when an hour had passed me a page from Benton Mercedes-Benz of (MB). Benton told I could take advantage of the Mercedes 4 YEARS PCP deal. A couple of emails and a phone call from Sarah at Mercedes-Benton and the deal was done. The only problem though was the waiting time: July 26th delivery. I reckon I would be just about ready to burst with anticipation if it was that long. Unfortunately that was out of my hands.

On the 18th April my new car journey continued with a visit to the AMG factory in Affalterbach, Germany. This was an amazing visit. I went with a good friend of mine, Geoff, from the village I live in. Geoff, a retired farmer, is a car nut like me. We had bought a Porsche 911 together a few years back, after which Geoff bought a new 2008 Aston Martin V8 Vantage. He also owns two Alfa Romeos, a 1981 2.0 GTV which he has had from new and a recently acquired 1971 Montreal V8, which is a very rare car. His modern day wheels are a new Mercedes C-Class Coupe AMG spec. We planned the trip with military precision and departed with BA on the 8.55hrs flight on a damp Sunday morning to Stuttgart. 1 hour 28 mins later we landed and collected our new Ford Pentacontal car. As the AMG factory visit was not until the Monday we decided to visit the Porsche Museum in Stuttgart. A beautiful place with some stunning cars, it really was a treat to walk round and see how technology has evolved over the years.

After a short journey with some lovely views of the countryside we reached our hotel in Wiesbaden. I booked three advance rooms so we paid a very reasonable 99 euros each for a two-room B&B. We ventured out to the town centre in the evening where we sampled some of the local culinary delights and the regional wine! We also met a German family who were doing at the same cafe whom we have got to know well and remain in contact with.

Monday morning could not have arrived sooner. I was so excited about the day ahead, finally getting to see the factory and the amazing cars within! We checked out of the hotel, sat the car new, which read BMW to Garmersbach Affalterbach. We actually ended up behind an impressive line of 8-year GLA 45 AMG cars and they model is the latest in the new 2.0 AMG engine range. They did look good, and what our appetite for what lay ahead. On arrival at the AMG HQ we noticed that the Union Flag was flying, along with the US and Indonesian flags. AMG always fly the flag of the country where the visitors have come from on that particular day. Nice touch!



As we had arrived about an hour early we decided to look around the nearby streets as it seemed that every other car was an AMG. An SLS went past, followed by a C63 Coupe Black Series, ML AMG, GL AMG etc. car heaven!

On arrival at the main reception we were greeted with some beautiful cars including an SLS estate, C63 Coupe Black Series, SLS Black Series, A45 AMG and a CLS 63 Shooting Brake. Our host for the tour was Arnie, a young, lady totally and utterly passionate about cars and in particular the AMG brand. She knows her stuff as well as all the specs of the cars, the engine outputs, everything!

The first part of the tour was the design studio. This is where people who have ordered specific motor designs have their cars fitted out. Basically as far as AMG are concerned you can have any colour you want inside or out as long as you are willing to pay.

Next up was the main factory where the engines are built. The first thing that strikes you is the fact that it's quiet – almost too quiet for it to be a factory where they build car engines! There are no noisy blaring very noisy engines, and no running around just quiet German creative efficiency.

The V13 engines are made in a separate part of the building to the V8s. It takes about 3.5 hours for one person to build the engine. There is a bench with a trolley that holds the main block, and he or she then walks around to the various stations and builds the engine. Every part is scanned, computers in each workstation check torque settings and ensure the parts connected properly. It's mind bogglingly incredible and hard not to be impressed, even if you are not into mechanics.

Every engine is dry run after being built. A dip sample is taken then sent for a prolonged test at full revs. After the build process we went to the AMG Lounge where you can sit and chill out with a soft drink and a meal if you have pre booked (which we had not!). The tour ended with a few photos and a big thanks to the staff at AMG. Afterwards I did think the cars were actually built in Affalterbach but they are not. My C63 would be built in Brunnsum, where the engine and AMG component parts would be put in the vehicle. Having been to the factory at Affalterbach, and seen firsthand how much work goes into the engines, and the passion of the staff, I knew I had made the right decision to purchase my C63.

I got back to the UK on the Monday and on the Friday morning I was at Mercedes World at Brooklands. Weybridge where myself and two great mates (who both write for **TOP COVER**) had an amazing, one hour test drive in an AMG. They had an C63 with the 5.5 twin turbo engine, and I had a C63 AMG estate (which I had admired). Wow, what a laugh! One hour spanning a very fast car around a track, brake testing, handling circuit and a great skidpan.

After all this I was totally and utterly AMG'd out! I was bawling to get my new motor. Every Monday Mercedes Boston would send me with an update for the car telling me when it was due in at the dealer. After a slight hiccup with their computer, which told there it had been

delayed, I was finally told the car would be in on the 4th June. Well that's what I thought because, on the 23rd May I got an email from Vicky at Boston Mercedes with the message "Hi Mark are you sitting down?" I immediately called her expecting there to be a further delay when she announced to me that my car had arrived the night before, and did I want to collect it that afternoon? Well obviously I jumped at the chance to collect my dream car early. I rushed Mrs W instead. Trevor's and got home to collect the documents I needed. It was quite surreal that on the journey to the garage to collect the car I had a phone call from Steve Hartshorn, the C63 PR Rep, to tell me there had been a Police shooting in Woking. It's amazing how emotions can change in a split second. One moment myself, my wife and a good mate are on the way to collect my car, laughing and joking about clearing it and how much it will cost to run, and then it's quiet and serious. We came back down to earth with a bang. After several calls, and confirmation our colleagues were alright we arrived at the garage. We got there to find SKY News on and sat and had a coffee whilst watching events unfold.

A short time later the moment had finally arrived. I was alone to meet my car. Good up here, always take a friend or two with you. A bit like going to the OMG! If the car had any scratches etc. I would nevertheless rationalise it like they say "have a label" and on first glance of my new beast I was content!

So what is she like? Beautiful, comfortable, well equipped and bloody fast! She has a sound that sends a shiver down your spine. I have her. Sure she guzzles petrol at an alarming rate. 21mpg combined. 12mpg when you drive her but it really is an amazing bit of machinery. The finish of the car is wonderful and the gleaming white paint looks awesome. The Harmon Kardon music

upgrade delivers an amazing sound – not that I have it as much as petrol ash probe to listen to the orchestral sound of the quad exhausts! I also find myself finding excuses to go out, although work is anywhere where there is tight parking or shopping delays are not on the agenda! I recently filled up (nearly full tank) and decided to have a little drive around the back roads of the Fens. When I got back home I was minus a quarter of a tank – an expensive business!

One of the nice things about being an AMG owner is the opportunity to take part in AMG events. One such example was when I was invited to an AMG day at Woburn Abbey. I went with my wife on a lovely summer's day and an arrival was greeted with 16 AMG cars lined up ready to drive! We spent the whole day there, eating, driving, relaxing and having a bit of fun. The day culminated in the evening with speakers from the head of Mercedes Benz and the Chairman of AMG, Olof Kallman. I later met Olof and what a nice man. He thanked me several times for buying my car, and told me to look out for some great new cars in the next three years. Dynamos the magician turned out along with Lorna Hamman and Nick Roebig. I then met the legend himself, Sir Stirling Moss! What an amazing experience. It then had a great drive home in my car. ■

Thomas Lowe Defence Ltd

Thomas Lowe Defence Ltd

Pushing training and operational capabilities to the limit



New reloadable and non reloadable devices now available

For your full free diversionary device / pyrotechnic capability demo contact Thomas Lowe Defence on:

+44 (0)20 8242 6696



www.ThomasLoweDefence.com



Gore is a technology-driven company focused on discovery and product innovation. Well known for waterproof, breathable GORE-TEX® fabric, the company's portfolio includes everything from high performance fabrics and implantable medical devices to industrial manufacturing components and aerospace electronics. Gore is one of a select few companies to appear on all of the U.S. "100 Best Companies to Work For" lists since the rankings debuted in 1984. The company has also earned recognition as a top workplace in U.K.

Over heat, tired, hot, cold, wet or aching feet whilst on duty?

There is no need for a footcare or shoe importance of quality protocols kit whilst at work. Unlike water garments that can be removed or added when weather or physical conditions require it, daily duty footwear is a different matter. It's important to get footwear right so it's fit for purpose and is just as comfortable at the end of a shift as it was at the beginning.

The Gore professional footwear team together with leading footwear brands Hoka, Leona and Maud have developed GORE-TEX® Tactical Footwear which is specifically designed for police personnel.

What Are The Benefits of GORE-TEX® Tactical Footwear To You?

Extended Protection – Dry foot – all shift long – whilst operating in the rain and on wet ground conditions

Internal Comfort – The GORE-TEX® Extended Comfort Laminates allows sweat to evaporate meaning feet stay drier and more comfortable.

Seasons Climate Control – Prevents your feet from overheating in warm weather conditions and during high levels of activity such as running.

Winter Temperature Defense – Prevents chilled or cold feet whilst out in foul weather conditions so you can focus on the job at hand, not on aching feet.

Before GORE-TEX® Tactical Footwear went into production a risk analysis of your needs and requirements took place. This research identified the importance and need for footwear which could offer the benefits of, effective climate comfort, moisture management and heat loss, reliable waterproof protection, light in weight, well cushioned and a flexible sport performance sole.

Every footwear component considered during the research and design development stage was tested individually for quality and durability. The breathability of the GORE-TEX® Extended Comfort Laminates, together with the composite sole, allows moisture to easily escape and keep feet at an optimal temperature even in the warmer climate of summer or inside environments. End designs were then thoroughly tested in the Gore Laboratory and the men at the local ice arena. They were fit for purpose, fit for the police.

For further information please visit

www.gore-workwear.co.uk





Audi

A3 2.0Tdi SE 3 door

TO BE HONEST WHEN I GOT HOME AND SAW THE GLEAMING BLACK AUDI A3 SITTING ON MY DRIVE I WASN'T EXACTLY DRIBBLING UNCONTROLLABLY AT THE THOUGHT OF DRIVING THIS FAMILY HATCHBACK FOR FIVE DAYS!

With several long journeys planned, the car's first impressions just did not set my pieces flowing. I have never owned an Audi, and have only driven it as briefly as work, so are they really that good? Is the new A3 as good as Whistler say?

The car in question was the latest A3 with the two litre diesel engine producing 150bhp. The SE spec on the car adds a few luxuries and bells. This particular car came with the following options: acoustic anti-pollution at £345, comfort pack £605, cruise control £225, DAB radio £385, dual zone climate control £390, paintlock paint £525 and an SD card sat nav system at £695 taking the on road price to £23,758.

When you look around the car you have to admire the build quality and finish. The paint job was flawless – as it should be – and the panel gaps perfect. The only thing about the car is its boring look! That is of course my opinion, but in the words of Mr W, if you were reporting a crime and asked someone to describe the car they would just say a 'black hatchback' as it does

kind of look like all the other hatchbacks...

On sitting in the car the first thing that struck me was the straight forward no fuss design of the controls. Everything was well made and the plastics looked like they will last as eternity. The seats were comfortable but did not have any lumbar support. They were multiajustable and slid to the adjustable steering column it was easy to find a comfortable driving position. This car came with a DAB radio which is delivered, literally, via a pop up monitor from the corner of the dashboard, I liked that!

On the turn of the key the engine started with only a little diesel clatter and soon settled down to a quiet din. The steering is light, but positive and the clutch pedal gear change not about perfect. Certainly lighter and more direct than the current 1 Series BMW the FGC6 uses. On the road the first thing that struck me was how quiet and refined the car was. The suspension soaked up bad road surfaces without any fuss, and at the maximal speed from the car cruises along quickly losing you feeling relaxed and refreshed at the end of the journey.

I have to admit that after my first long journey, 140 miles including the road to hell M25, I was beginning to see what all the fuss was about with the new A3. The performance from the two litre diesel engine is superb, and I never failed to return less than 54mpg over the 600+ miles I drove. Official figures are 57.6 urban, 76.5 extra urban and 68.9 combined. Handling was safe and predictable and road corner bumps were taken without any drama.

The Audi A3 comes with an NCAP 5 star rating so you would imagine, and has a multitude of airbags and other safety equipment.

The cabin is roomy, although personally I would not go for the three door as it's inevitable that access to the

rear is a pain! That said, the rear access is access the rear is very good and slick in operation. The boot is a good size as well (see photo) and access to it was easy due to the low height. ■

THE VERDICT

So after 600 miles of varied conditions would I recommend an Audi A3?

The answer is a resounding yes, if you want to look like all the other hatchbacks, but then the city is only rain deep, and once roads and driving this car you will not be disappointed.





Summer Sun & Healthy Eating Tips

AT LAST, SUMMER
IS OFFICIALLY HERE
AND THE UK HAS
EXPERIENCED THE
DELIGHTS OF A JULY
HEAT WAVE

sunbathing can also mean alfresco dining, BBQs, ice creams, summer food and of course sunbathers and crabs, if you happen to have any hot days!

Evidence suggests that eating habits vary during the seasons of the year and we tend to consume more calories during the winter in comparison to the summer, leading to weight gain (Ma et al, 2005). Furthermore, we tend to consume more trial and saturated fat during the winter, but more carbohydrates in the form of pasta and rice in the summer (Ma et al, 2005).

These changes in food intake are dependent on many factors such as the desire to comfort eat in the winter and the reduction of exercise and physical activity (Shepard and Ayoubi, 2009), attributing to a being wet, cold and miserable outside. Furthermore, people may suffer from a case of the 'winter blues' referred to as Seasonal Affective Disorder or 'SAD'. Recent evidence has suggested that reduced daylight hours and reduced sun exposure during the winter months results in low vitamin D status or vitamin D deficiencies, which is detrimental to bone health and mood. Therefore, vitamin D status has been associated with the increased risk of depression (Maddah et al, 2013) and Anglin et al, 2013). One effect of depression is the likelihood of food cravings and so erratic food intake (Wolfe-Gandy et al, 2012), leading to weight gain and obesity.

During the summer months our food intake changes to light meals and summer meals, incorporating the change in weather. Exercise and physical activity also increase (Shepard and Ayoubi, 2009). Additionally, skin exposure to the sun's rays increases Vitamin D synthesis, which enables the absorption of calcium in order to maintain bone health. Studies in 2009 revealed that >50% of the UK population have insufficient vitamin D levels and 16% are severely deficient during the winter and spring months (Pearce and Chroboscak, 2010). Some population groups are more at risk than others however, generally, the UK has low vitamin D levels. Maintaining vitamin D synthesis can be achieved through 10-15 minutes sunlight exposure without any sun cream. However, be sure not to exceed this (NHS, 2011). Nevertheless, it is important to keep your skin protected in the summer sun as mentioned below. During the summer, people may be more inclined to experience web and try exotic summer fruits or increase their intake of the summer strawberry or try smoothies, all of which contribute to a portion of fruit for one of your five a day. Nevertheless, the temptation to have the extra dollop of ice cream, the chocolate bar on your parcel or simply to pick up pork food, crisps and snacks for family picnics and BBQs is all too easy. Therefore, here are some suggestions to make your summer food, BBQs and picnics healthy, quick and easy.

WRITTEN BY CAZ FRANCIS
REGISTERED DIETITIAN (RD)



SUMMER NUTRITIOUS HEALTH

- **FRUITS AND VEGETABLES:** Have summer fruits and vegetables with all your meals, for example **BREAKFAST** try banana on granary toast in the morning with a glass of orange juice
LUNCH turn salad with tomatoes, lettuce, peppers, grated carrots and cucumber
DINNER chicken with wild rice, summer green beans, peas and sweetcorn
- Reduce the amount of oil, dressing and sauces used. Be sure to use low fat salad creams and low fat mayonnaise and use one teaspoon of olive oil for salad dressings.
- Fruit salads are a delicious dessert or can be eaten as a healthy, low fat snack during the day, plus it counts towards your five a day. Use any kind of fruit including pineapple, oranges, apple, pears, strawberries, melon, grapes and kiwi or any of your favourite fruits
- For a little extra, try serving it with low fat yoghurt
- Try making your own smoothies in a blender or smoothie maker. You can add any kind of fruit and you can use low fat yoghurt or skinned milk to thicken it and add ice to make it a cool drink
- **ICE CREAM:** Instead of creamy ice creams, go for two scoops of low fat ice cream and bulk it up with fresh fruit
- Instead of ice cream, try frozen low fat yoghurt or fruit sorbets for a refreshing cool down
- **WATER AND FLUIDS:** Be sure to drink plenty of water to remain hydrated to maintain concentration levels for quick responses. At least eight cups a day and more on warm days. You could use a water bottle to ensure you drink plenty of water. If you find water bland and boring, use sugar free squash or add lime and lemons to flavour the water
- Remember fruit juice counts as a portion of fruit towards your five a day, but remember they are high in sugar
- To cool down, try freezing fruit juices or sugar free squash in ice lolly moulds available from all good supermarkets and home stores
- For a quick easy picnic, choose wholemeal bread sandwiches and wholemeal pasta for cold salads
- Cheese lean meats for sandwich fillings such as chicken (with the skin removed), ham, salmon and turkey
- Ensure meat is piping hot on the BBQ, make sure there is

no pink meat and all the juices are clear before serving to reduce the risk of food poisoning

- If at home, finish the cooking in the oven and ensure to keep foods cool (keeping them in the fridge until serving) and be sure to keep all food covered (with the use of cling film and superware) (NHS, 2012)
- Try BBQing.com on the web or vegetable kebabs for a healthy addition to the BBQ
- For a tasty alternative, try cold pasta, cold rice salad or cold beans and lentil salad
- Eat a rainbow. Be sure to include a multi coloured salad. The more colourful the salad, the more vitamins you will be consuming
- Instead of crisps, try sticks of raw vegetables with low fat hummus
- Instead of chocolate or sweet treats, have fresh fruit smoothies and strawberries with fresh yoghurt instead of cream and other healthy snacks
- Get active during a picnic by taking a brisk walk, going for a little ride, playing a game of Frisbee or tag
- Be sun safe: ensure to wear sun glasses, sun hats and use a sun cream protector of at least SPF 15, and apply frequently. Avoid direct sunshine between 11am/3pm and keep cool by sitting in the shade (NHS, 2011) ■



FOR MORE INFORMATION, PLEASE VISIT

Healthy Summer recipes

www.bbcgoodfood.com/recipes/collections/healthy-summer

Five a day portion sizes

www.fda.gov/oc/ohd/SAG/2/Pages/FiveaDay.aspx

The EatWell Plate

www.fda.gov/oc/ohd/GoodFood/Pages/eatwell-plate.aspx

Eat Well, Live Well: Food and Diet

www.fda.gov/oc/ohd/GoodFood/Pages/GoodFoodHome.aspx

BBQ Food Safety

www.fda.gov/oc/ohd/SummerHealth/Pages/BarbecuedFoodSafety.aspx

Healthy Picnic Tips

www.fda.gov/oc/ohd/GoodFood/Pages/PicnicTips.aspx

Change4Life

www.fda.gov/Change4Life/Pages/change4life.aspx

FEATURE

OPEN RANGE

WHAT HAPPENS
WHEN FIREARMS
TRAINING TURNS
INTO HIGHER
EDUCATION?

WRITTEN BY CHRIS BEIGHTON AND SADRINA POMA
Senior Lecturers, Canterbury Christ Church University



When you see a lot of teachers do a lot of things, but when you're watching a teacher explain a how to dispatch a case, you can't learn a lesson full of officers as well with a video-watching technique, we know that we can only be in one place: the National Firearms Instructor's Course.

When we were asked if we would take part in a training programme with Kent Police in 2010, as firearms instructors we jumped at the chance of a change of career. In our day police teach teachers, mostly in colleges of Further Education, delivering a two-year programme qualification that certifies the holder to work as a lecturer in a college, teach education centre and so on. Teaching methods, assessment techniques, dealing with training issues and ICT are all part and parcel of what we do on a daily basis. So our brief was fairly straightforward to deliver the qualification for a group of Officers in Kent coming from all parts of the UK. No problem there then.

It was when we heard that the Police in question would be Firearms Officers that the questions started coming: 'Who were these people? What did they do? What could they possibly want from us? Were we in danger?' We were bound and as we planned and delivered training as part of the National Firearms Instructor's course at Kent Police College.

The programme lasts six weeks, and is likely to grow into seven very soon. It covers the intensive technical training needed by anyone in charge of firearms training, and the academic input that supports this expertise by providing a base in how to convey it effectively. Our first concern wasn't the course content though, but our own credibility: 'What did we think we were?' And so we started preparing for the programme, it became clear that we had a lot to learn. But the Chief Firearms Instructor at Kent Police College Tactical Firearms unit made sure there were discussions about content, someone were inspired and of course accidents on the range occurred. There at Kent's judgement was particularly useful, although we had never held a weapon before, we were taken through the process of responding to a verbal threatening incident, and then de-escalated. The learning curve was huge: seeing what it's like to feel the pressure, work as a

teams and even take a decision that will affect many lives, all in a split second. Only then did we fully realise the extent of the responsibility and accountability of the AFO instructors and the part we were able to play in it.

Our second concern was "who will those gaps be?" but our instructors were more than back to where they came from. Fast off, they weren't all gaps and the toughest ones, best ideas and best decisions are not always the ones. And they genuinely weren't the 'gaps'; some had jokingly warned us of. These 'gaps' were perhaps the most perceptive and quick thinking students we had ever had. Learning points which were delivered and learnt in the morning were applied in the afternoon. Teaching session and development feedback given on the lesson was diligently implemented in the next, some thing we don't always see in other contexts.

There were so many other memorable moments such as the sessions on distraction of animals, which included soft toys and blown up images of graffiti. The dynamic entry procedures concerned Salama greatly, particularly in finding out "who would be paying for the shoes then?"

More teach sessions, designed as a 'master' to teaching, were also enlightening: the one focusing on how to give an injection, which nearly made Salama faint, and the car wash technique, and very much applied to her own car on a Sunday morning. One of Chris's favourites was an introduction to submersed racism using a real life homeless male, ingeniously constructed from a plastic bottle, an old blue inner tube and a few nails as ballast. We all laughed when "WHIS NFK" inhibited us, way across a washing up bowl of water but we soon got the point, this was an object lesson in how to get technical points across without sinking the audience.

But where do trainers get all these ideas from? The fact is it takes a bit of a leap of faith to really believe that what you have is worth sharing and can actually be the basis of good training. One remarkable thing about NFK is the first few hours a day are. You can sense the expectation in 12 AFOs are faced to is what they expect to be a very uncomfortable place: academia. From



the start trainers are expected to critique, analyse, contribute, discuss – and this can be a challenge – especially if you're expecting (wrongly) to be listened to. The great thing for us though is that any sort of broken quickly, as groups form and effective teams develop.

Anyone on the floor will recognise that though. If there's one thing colleagues know how to do – it's bond quickly, build teams and work together but they also know how to communicate, explain, demonstrate, check – all essential teaching skills that not everyone can claim to do well. And so as we have begun to get to know the AFO's world, it has started to affect us too.

In fact we have found ourselves using things we learnt with other trainers, starting with the jargon. Following a collaborative teaching session we don't 'reflect', we 'debrief'. 'Team leading describes the way we give important information our up front so that trainers know what they doing, teaching critical incidents from 'the smoking gun backwards' is a handy phrase to remind us all about the importance of training in the chain of events leading up to any sort of problem. We've not yet said 'verticals of entry', but when it becomes necessary to break into a classroom, Chris is definitely better equipped now than before. Amazingly, 'one-fall analysis' has been a useful term to help an arboreal teacher develop self-assessment techniques for his students; got your learners to look at the tags, and all the links between the shoe parents and your

status, your techniques, how stressful you feel in these particular moments.

There's no way we would have thought of doing this if we hadn't seen APCs breaking down the reasons why things had gone 'wrong' of the target. The more you think about it, the more you see that the sort of techniques, ideas and analysis which an AFO has to contain have real applicability, and are just on the range. That said, we spent a lot of time on the range, trying to understand how APCs were taught to shoot, the discipline of putting 'eyes and ears on the range', why were instructors and students staring at these little holes on the target at the end of the shooting? We asked questions: moved examples, observed distributions, took pictures, made videos, trying to make up any information which may enable us to decipher their practices. This turned out to be crucial to our understanding of AFO instruction and to

integrate our practice within theirs. **The point is pertinent here, we do not intend to impose our teacher education on the NFFC, we want to complement it and wish to learn from it.**

Looking back, and beyond the subcultures of teaching, we feel that our role consists of negotiating the 'grey areas' of education and training with the finance instructors. We expect them to explain various ideas about teaching and learning and what that can be risky for APCs, it also challenges us. Working on NFFC has overturned many of our assumptions about what will have to work and train. For example, learning **how to engage students with their learning and question one's practice as being critical is in the heart of teacher education** but this needs to be in line with the rigour of AFO teaching practices, and the two are not necessary so different. As for the detailed course

assignments, Salinas we did tell you that when you can hold a gun, there's nothing as free from a lot of papers...

There will, much for us to learn from the AFO teaching, content but we hope that the current point teaching approach has been beneficial to all parties. From our end, we can safely say that the relationships we have developed with the CFL, the NFFC course director, APCs and the Kent instructors' team have enriched our own teaching practice and given us a very different perspective on the notions of professionalisation and professionalism. ■

For further information regarding Chris and Salinas's research on the professionalisation of AFO instructors please contact us at: salinas.pamela@kent.ac.uk



Quality shoes for security, firefighters, rescue services, hunting, workwear and leisure time

HAIX® Safety Protection Ltd Verden GmbH
Auhofweg 18 80441 Marburg, Germany
T: +49 (0)3641 587331 O: info@haix-verden.de

www.haix.com

Essex Force Support Unit 40th Anniversary Family Day

ON SATURDAY 22ND JUNE I ATTENDED THE ESSEX FORCE SUPPORT UNIT 40TH ANNIVERSARY FAMILY DAY

Mark Garrett a PFOA member in the FSU had organized the event some months ago. The event was held at the Sports Pavilion, Essex Police HQ.

The PFOA supported the day financially and by providing commemorative mugs for all those that attended. After failed attempts to put the PFOA parade up in high winds it was decided to retreat to the upstairs in the sports pavilion to set up our Laserhot Range. The range proved very popular with the children and adults alike! The kids had a great time and loved the PFOA t-shirts, bouncy castles, games and stickers.

Some 300 serving and retired Officers attended throughout the day. In the evening retired A/C Geoff Maddison related some old stories and a little about the history of the FSU.

A wonderful day and a landmark anniversary for the Essex FSU.



Join the PFOA

Why wouldn't you?

MEMBERSHIP
NOW OPEN
TO TAVERN
OFFICERS

NOT A MEMBER? CAN YOU AFFORD NOT TO BE?

With over 3,600 members UK wide the PFOA is a registered charity ready and willing to support you and your family at a time of distress and worry. The cost? £4 per month or £1 a week! You can join online at www.pfoa.co.uk or call us on 01354 742 444. Some forces have a deduction from pay already set up.

The PFOA is an essential member service for all those involved in Firearms operations and their families! What are you waiting for? Join us now!

The PFOA, created by Firearms Officers for Firearms Officers

Email info@pfoa.co.uk or

Call Debbie on 01354 742 444

Online www.pfoa.co.uk

WHAT WE DO

- Private Counselling, EMDR and CBT therapy for you and your family - all our counsellors attend PFOA training workshops and have to re-accredit yearly.
- Private Paradigmatic Coaching for you and your family - all our coaches are serving or retired Firearms Officers.
- We will arrange for you and your family to meet with other Officers and their families that have been involved in similar incidents.
- PFOA comprehensive website with a secure area.
- A quarterly magazine **TOP COVER** with articles, stories and great offers for members and their families.
- We will provide you with support and friendship at a time when you need it most.

What have we been up to?

Firearms Seminar – Leicestershire Police HQ

Following an invitation from Leicestershire Firearms Unit the PFOA organised a seminar on the 22nd May. With over 100 Officers attending the day went very well. A principal Officer gave an account of an incident in 2011, which was very well received and delivered! We identified an input from Ian Jones about wet footprints and advice shoulder tactics. He also showed us the proposed new 'grey' SFO clothing and how practical this was in an urban scenario – forecasting staff!

Ben Lacey then went into detail about the PFOA support process, and how Officers and their families can access this support. A great day meeting old friends and making many new ones. Big thanks to Chris Burnard and Neil Halliday for helping to put the day together, and to Leicestershire Police for their generous donation to the PFOA.



PFOA Office

Cheryl Smith has now joined the team, and works part time in the office with Debbie. Cheryl will be working two days a week.
Email: cheryl@pfqa.co.uk



Ben Lacey and Steve Cherry have now moved on to concentrate on their Key Improvement business. We wish them and Steve all the best for the future, and thank them for all their hard work in setting up our support services.

Medical Liaison Team

The PFOA now has a medical team that work with any medical issues our members and their families have. Mr Paul Morris MRCGP, FRCS (Ed), FRCS (Plastic), MD, Great Ormond Street Hospital is duty availability for wife, Dr Tracy Morris. This new support has already assisted Officers to return to work earlier than expected.



Change of phone number for PFOA Office

We have had to change our phone number so if you need to call the office the number is

01354 742 444

Thank you to Decision Sports, Chorus Telecom and a company called CS-UK. Between them all they have failed to stop the use of our 0800 number, which we have had for nearly five years being advertised as the Decision Sports Customer Services line! So effectively every time someone called Decision we were getting the call and Chorus Telecom were charging us for the pleasure of it. (we pay to receive the 0800 calls) So now all our printed leaflets, lanyards, mugs etc. are redundant so why feature the old number. On behalf of the PFOA members and their families I would like to thank Decision, Chorus Telecom and CS-UK for wasting the funds of a registered charity – shame on you all!

On the plus side, a landline number is cheaper to call from your mobile, and we will be parting company with Chorus Telecom as soon as we can!

MARK WILLIAMS, CHAIRMAN PFOA

New PFOA Ties!

They have finally arrived! The new tie as seen here is now available via the PFOA office. The tie is 100% polyester and feels like silk!

Only £12 plus P&P

Call the office on 01354 742 444, or email info@pfqa.co.uk



Trouble Shooting

Written By Nadia Cohen, Freelance journalist

TRIGGER HAPPY GUN COPS!

Gunned Down In Cold Blood!

Gun Toting Undercover Killers!

The headlines virtually write themselves whenever a Firearms Officer is involved in a fatal shooting. The media have a knack for making the Police sound like crazed animal killers at worst. Hanging Keystone Cops at best.

Invariably the grief-stricken family of a subject will speak movingly of their loss, either in a carefully staged press conference or a well-orchestrated interview with a newspaper or TV crew. These appearances are guaranteed to capture the imagination of the public, leading to huge outpourings of sympathy.

But Firearms Officers are rarely afforded the same luxury while caught up in the serious business of public protection.

For obvious reasons of personal safety Officers remain anonymous... relying on the private support of their family, colleagues and the PPDA. However, this demand of secrecy can result in the painting of a very one-sided picture, and it goes without saying that press assumptions are not always right.

With almost twenty years experience in newspapers and magazines, I have been faced with this reporting dilemma many times. From Jean Charles de Menezes shot at Stockwell station in 2005, to the more recent incident involving Asif Rodehy, time and again the public only hear one version of events because that is all we journalists have to report.

Rodehy's mother Susan Alexander

spoke movingly of her son's 'execution', and is claiming compensation. Rodehy was a notoriously violent drug dealer with three firearms in the car. The marksmen feared he was reaching for one of the weapons and fired eight shots. Four of the bullets hit Rodehy in the head and he died instantly.

"The Yard didn't do themselves any favours by trying to have the inquiry held in secret on the grounds that it could compromise intelligence sources," said Daily Mail columnist Richard Littlejohn. "There was no need for there to default to secrecy. They had nothing to be ashamed of. Candour is the best disinfectant especially in a potentially toxic case like this."

After a three-month inquiry, the judge ruled that Rodehy was killed unlawfully and the Officers – who had been putting himself in the line of fire for two decades – may now face prosecution, even though a previous independent investigation decided that he had no case to answer.

And as usual, nobody corresponding to the avalanche of criticism being heaped on the Officers who acted as instructed according to their rigorous training.

The family of Sir de Menezes also launched a savage attack on Police tactics and vowed they would not rest until his killers were brought to justice. Back then, as now, no attempt was made to salvage the tarnished image of the Metropolitan Police, although former commissioner Sir Ian Blair did point out that the Officers involved would have won a medal had de Menezes been a terrorist.

As a reporter, one always attempts to tell every story from both sides, in the



NADIA COHEN

interests of fairness and accuracy. But however hard we try to get comments, when met with a wall of silence, we end up publishing all we have.

"A spokesman declined to comment" is the most damning way to end any article. It makes people suspicious – few readers think it was simply that the Press Officer did not get round to returning the call.

In my experience it is always better to craft a carefully worded statement than to say nothing at all. A harassed MP with photographers camped out on their lawn is far better off appearing at the front gate, saying a few well chosen words through gritted teeth, than vanishing behind the curtains.

Hiding away looks guilty if the public do not know the truth, how can they engage in a positive way?

Treating the public with the respect they deserve, giving them the full facts and letting them make their own mind

up is what PRs are paid vast fortunes for by major national corporations, football clubs and even big brother contestants.

Since the huge media storm that surrounds Police shootings is never going to go away, it cannot be ignored. It needs to be tackled head on by providing open and accurate accounts.

A very rare example of this happening was back in 2005 when I spearheaded a campaign at the News of the World, calling for justice for two Officers who had been arrested on suspicion of murder, gross negligence, manslaughter and conspiracy to pervert the course of justice.

Chief Inspector Neil Sharman and PC Kevin Pagan shot Harry Stanley in 1999 when they mistook a table leg he was carrying in a bag for a gun.

The now defunct Sunday newspaper set out to prove that the Officers, dubbed The Table Leg Two, could not have possibly known that Stanley was not holding a gun, showing what a difficult decision the Officers had to make when he pointed his package at them. In a public poll an overwhelming 87% of readers voted for the Officers to be cleared of the charges. After seven years of uncertainty, they were finally told they would not face disciplinary action. The Stanley family spoke of their 'bitter disappointment' at the ruling, while the Police yet again said nothing.

That story was highly unusual in that Sharman and Pagan agreed to be named and photographed. They are among a small handful of Officers who have been identified following their involvement in fatal shootings.

An investigation by the Mail on Sunday in 2009 showed that since 1995 a total of 55 Officers have opened fire on and killed members of the public, but in only two other cases have their names been revealed.

At the time the inquest into the death of 32-year-old hunter Mark Saunders was continuing, The Policeman who shot him in 2008 were criticised for remaining anonymous – while the Saunders family heard how Saunders 'was gunned down by marksmen in a hail of bullets'.

It is up to coroners to decide whether to grant anonymity to Police Officers and there is nothing explicit in the law to help them reach a decision. The coroners' 'table' – Jervis On Coroners – says neither a 'wholly irrational' fear of possible reprisal against a Police Officer, nor a 'vague and unspecified threat' is enough to justify the granting of anonymity. And when a Police witness is allowed to hide his or her identity, this does not lessen the court's task but instead increases the need for vigilance.

The Independent Police Complaints Commission's policy is not to name Officers involved in fatal shootings unless they are charged with a criminal offence.

And IPCC chairman Mark Williams explained 'Personas Officers are often involved in sensitive covert and overt operations. Revealing their identity could threaten their safety and the safety of those around them when deployed on such operations'.

However, a few Officers have actually spoken out to defend their actions. After Andrew Korman was shot dead in Liverpool in 2001, PC Michael Moore told the inquest how he opened fire with a high-powered rifle when the 29-year-old refused to drop a 30-long Samurai sword after failing to restrain him with CS spray. The Officers were cleared of blame and told they had acted 'bravely'.

In another case, PC Chris Sherwood was acquitted of murder and manslaughter after shooting James Ashley while he was naked and unarmed. Although Sussex Police admitted negligence and the chief constable resigned, PC Sherwood said he had opened fire in self-defence.

It's time to stop saying 'No Comment.' The implication is that there is something to hide, something we are not allowed to know. A cover up ■



HARRY STANLEY COPS ARRESTED



Officers have full support from Yard

Latest judicial review was not told of new forensic evidence

ONE STOP SHOP FOR HOT ZONE TRAINING & SOLUTIONS

POLICE FIREARMS OFFICERS OF ANY RANK CAN NOW REGISTER FOR FREE ENTRY TO THIS YEAR'S EMERGENCY SERVICES SHOW WHICH TAKES PLACE AT THE NEC, BIRMINGHAM ON 25 AND 26 SEPTEMBER 2013. REGISTER NOW AT WWW.EMERGENCYUK.COM/PFP

The growing Emergency Services Show is focused on promoting interoperability and provides visitors with valuable opportunities to network with other blue light services such as ambulance and fire who are increasingly becoming involved in 'hot zone' situations. All of these will be at the show to see the latest developments in equipment and services.

Entry gives visitors access to free workshops and seminars to help with training and career development as well as over 300 companies and organisations exhibiting and demonstrating the latest products and solutions. In communications, IT, protective clothing and uniforms, training and medical supplies.

Visitors to the Durham Constabulary stand can find out more about its state-of-the-art Tactical Training Centre. The nationally approved (College of Policing) firearms and multi functional training facility is available for Police and non-Police organisations looking to develop firearms, leadership and decision making skills. Training modules available include Dynamic Intervention which covers hostage rescue situations.

The Emergency Response Zone is a networking focus of the show and will feature around 30 emergency services related charities and not for profits. Stands of interest to Firearms Officers include The Blue Lamp Foundation and the National Association of Chaplains to the Police.

Now in its eighth year the event continues to grow, with an 18 per cent increase in visitors in 2012, prompting organisers to relocate the show to the NEC, Birmingham for 2013. As well as offering greater scope for expansion and indoor and outdoor demonstration space, the NEC is centrally located with excellent transport links to Birmingham International Station, Birmingham Airport and the UK motorway network. Parking for Emergency Services Show visitors will be free of charge. The show dates have also been brought forward from November to September to take advantage of longer daylight hours. For more information on the Show including online registration and a live exhibitor list, please visit www.emergencyuk.com/pfp

Let's get together at

THE EMERGENCY SERVICES SHOW

NEC BIRMINGHAM 25-26 SEPTEMBER 2013

Join representatives of the Emergency Services Show 2013 and see the latest emergency services equipment and services. Meet with other emergency services to perform the cutting edge Police and Fire services together.

The Birmingham show has a focus to promote interoperability and provide visitors with valuable opportunities to network and improve their current developments. There are also other stands that will be there to see the latest developments in equipment and services. All in one place, with a focus on the emergency services.

For more information visit www.emergencyuk.com/p1

MUST-VISIT STANDS FOR POLICE FIREARMS OFFICERS

311 Tactical, Anipower, In Action, ARCO, Argus Thermal Imaging, BBE Investments, Blue Lamp Foundation, Global Tactical Uniforms, Durham Constabulary (Tactical Training Centre), Goben Group, Dr Martin, GMR, Goldschmied, Hawk, ISC Thermal, Lord River, LED Lenser, Lookers, Magnum Goods, National Association of Chaplains to the Police, Niton, Patrol Store, SP Services, Task Force Distribution, The Photon Shop, Thomas Jacks, Wingers, WIL Core and Tactical Ventilation Solutions.

KEEPING SHERLOCK HAPPY



WRITTEN BY STEVE HOWSON

THIS ISSUE'S ARTICLE SURROUNDS MY EXPERIENCES AND ADVICE ABOUT DEALING WITH AND MANAGING THE INVESTIGATOR'S EXPECTATIONS AND NEEDS AT THE PIM SUITE AND BEYOND

I think we all know and accept that it is going to happen, the Investigator will be making contact with the PIM and will most probably want to attend the PIM suite. They will come in two guises:

- the Police Initial Investigating Officer (IIIO) and
- the Independent Investigating Authority (in England and Wales the Independent Police Complaints Commission) Senior Investigator (SI)

The first point I make is that they have an integral role to play in any PIM procedure, so ignore them at your peril! As the PIM I have always respected the Investigators, their role and their likely requirements and have been generally impressed by their approach and response to the principal Officers. That said, their response is often dictated by their own experience, knowledge of the subject and training. Let me deal with Police Investigators first.

THE POLICE INITIAL INVESTIGATING OFFICER (IIIO)

The IIIO will generally come from Basic Professional Standard Departments although I accept this differs in Forces across the UK. Investigating a Police involved shooting is fortunately a rare occurrence and that fact is more often than not abundantly clear from the outset. I doubt very much that the IIIO has ever dealt with a Police shooting.

modern before let alone covered in on any training course they have ever attended. That's the rub. They will therefore deal with it (especially if there is a death) according to their training and understanding of their own relevant reference material (usually the 'Murder Manual'). Now I am an investigating what an investigator is to Post Incident Management – up a creek without a paddle! What I find difficult to comprehend is the sometimes clinical response of "I was financially and emotionally everything just in case". I

have a belief that they are already thinking that if they do not get and take everything they may be heavily criticised at a later date. Surely that is the wrong approach to the occurrence of a Police shooting?

Perhaps I am naive but I know Police Firearms Officers very well, probably more than many other individuals in the PIM community as a consequence of previously being a Firearms Officer myself and working closely with Firearms Officers for nearly 50 years. I know that if they pull that trigger, they will have done it for a perceived reason, contrary to



popular belief' never far far as insight, bloody-mindedness. Their training clicks in and they make a decision on what they see as best of them at that particular time. Sure, they make mistakes we are only human after all. But I believe as Police Officers carrying out an extremely difficult role in often extreme circumstances they deserve to be treated as professional witnesses and not as suspects, unless there is very good reason ('suspicion') to do otherwise. Therefore every forensic request should be done with due consideration – necessity and be legal! As "I want everything" request is simply not justified and at times borders on breaching the human rights of that Officer. As I have said many times before, treat them like suspects and they will react like suspects. I suspect that even with a real understanding of the difficult role the investigator has to perform.

It is my experience that the Police IIC will initially and understandably be very busy at the scene of the incident. Contact with the PIM is sometimes later into the process and limited. In the case of a death at the hands of the Police they are 'holding the fort' until the inevitable mandatory referral and take over by the IPCC. That contact is generally by phone confirming that APDs involved are at the scene, that weapons will need to be used and begun based on my experience some discussions around clothing seizure and equipping us to the names of the Officers.

Realised Post Incident Managers on relevant courses are taught to challenge and delve into the reasons for specific requests and their legality, and will politely but strenuously challenge those requests.

THE IPCC SENIOR INVESTIGATOR (SI)

I keep on saying it, but in my own experience a different approach is apparent. Conclusively and a businesslike manner clearly shines through. Any requests made are thought through and not plucked out of the air at random. It appears to me that any particular forensic recovery requests made are specific to the circumstances and usually justified.

The Senior Investigator I have dealt with have been courteous to the Officers involved and supported their needs in respect of their responsibility, both at the PIM suite and beyond. They have always

attended the PIM suite and offered the opportunity for the Principal Officers to meet them. This is an integral part of the process because the SI can declare the Officers' current status as a professional witness or suspect at that very early stage, something that the Officers' first initial Of course I, as a PIM, must be respectful of the Officers wishes as they may not wish to face the SI at that time, a response also expected by the SI.

The SI will ask the PIM if the rules of conferring have been applied. Realised PIM training already includes in depth considerations around this subject and PIMs are advised to ensure

as Police Officers
carrying out
an extremely
difficult role in
often extreme
circumstances
they deserve
to be treated
as professional
witnesses and
not as suspects

during the PIM's meet, greet and brief that the rules around conferring are explained and that Officers make a note of any conversations they may have had between the shooting incident and arriving at the PIM suite. I have to say that this week and I report my professional observation over many years that principal Officers act to a compliant and compliant way.

Regrettably I have become aware of a 'we-we' change in the approach of the IPCC over the last year. I am aware and have knowledge that the IPCC is approaching the subject of conferring

and significant witness interviews in a more 'holistic way'. I do ask the question if there is some political agenda or interference on this issue? I am sure that there is a belief in some circles that Officers get together after a Police shooting, collude and make up a story that is clearly not true. All I can say is "not on my watch" and that any such prosecution that they do in as far from the truth as it could possibly be.

We all know that since the 7th March 2013 the IPCC have the power to compel Officers to attend interviews but the Officers are not obliged to answer questions. We are aware that that power was brought in to help the IPCC with the Hillsborough Enquiry but seems to have been glorified misused as Police shooting incident investigations. Some of the early applications and use of this power that have come to my notice do leave one cold. Is that not a 'disphemism to catch a nut'? Why don't we allow Officers to do what they do professionally on a day to day basis – write their statements for accordance with Stage four of 'Providing Accounts'? If it is then deemed necessary to conduct an interview – fine! Officers will have the appropriate legal protection and support necessary. It seems to me that investigators are too keen to serve principal Officers with a notice at the PIM suite to compel them to attend interviews which I believe puts them, their Federation Representatives and their legal advisors immediately on the back foot. The Police Service appears to have a hang up about the word 'interview' which is however understandably interpreted in the same context as 'suspect'. I suspect let them provide statements and then conduct an interview if necessary. It is my experience that Officers' statements have attracted widespread praise from investigators as to their content.

On various occasions I have become aware of an even more alarming, alarming and potentially damaging direction from the IPCC that Officers should be questioned at the scene and the PIM suite post shooting. I thought the PIM process was supposed to be moving forward on this subject and not going in reverse back to the dark ages! If this is true have the IPCC really thought this through? Are they again acting under

political pressure with a misguided thought process that this shows openness and fairness! What about openness and fairness for the Officers?

I have a huge fear that this may happen in some force which has never had, or not had a recent Police shooting incident, has no 'organisational memory' for a PIM process and so may comply with any such direction from the IPCC without question. I have consulted many colleagues in the Police Federation and we are all given what their likely response will be. It was the PIM and I have separated principal Officers on the PIM note (and can I make it absolutely clear I would not support such a direction), on accordance the Feds will ask 'why?' If I want to give no sensible explanation I'm sure the next question would be 'are they under arrest?'. 'Of course not' would be my reply and I am sure their next action would be that the Feds would advise those Officers to attend the Federation Office with them and I would be told 'you can come in our office later once they have had their legal advice'. I have no conflict that I would have complete sympathy with that response. We must remind ourselves that the PIM process is totally voluntary and many people forget that.

Personally my great fear will be that the direction (if it happens) and the possible Fed response, will blow the PIM process completely out of the water. Where will that leave the investigation? Is a bigger void and state of non-cooperation than we have ever experienced than for the current PIM process works. I accept it is not perfect but overall it supports the investigation whilst still supporting the welfare of the Officers. And just to state again thanks all IPCC Investigators are harden individuals with a desire to run principal Officers cases, they are utterly wrong because I know many would totally disagree with any such possible direction.

This direction of separation has to be the best of my knowledge, not been employed yet. Run the day (if it happens) but if certain IPCC Commissioners' remarks and views are to be believed, it may just be around the corner! That Incident Manager be advised that although the IPCC can direct the Chief Constable to undertake such action there is no sanction for not complying with it. In recent event applications the current ACPO Authorised Professional Practice, Module 7 – Post Deployments discussion and PIM proceedings have been found not to breach any Article 2 investigation.

Finally I would, without any shadow of a doubt and after all I have said above, try to be as supportive as I can be to the investigators in the following manner as a Post Incident Manager:

- Be polite and considerate of their role and as individuals with a thankful task to complete
- Listen to their requests and if as doubt require them to justify and qualify them
- Keep any disagreements away from the hearing and presence of principal Officers (they have enough to worry about)
- Include the Federation and Legal advisors during considerations. This can facilitate and support the process
- Have an regular contact and communication during the investigation

I hope I do not sound like I am standing on my soapbox! My next article will deal with the period between the PIM note and up to and including the hearing – a period of ups and downs, worry and concern for the Officers and their families that walk not completely by steps! ■

PIM EXERCISES

In the past couple of months the PFQA has been invited to attend Post Incident exercises run by Norfolk and Suffolk and Humberside Firearm Units. The exercises have been very well received and indeed supported. The PFQA give constructive feedback about the exercises to help assist all those involved.

On the 8th May Simon Howson and Mark Williams attended Norfolk Police HQ where a firearms training exercise had been organised. Key participants involved in the incident unfolded via a radio in a nearby building. The incident resulted in a Police shooting. The principal Officers then returned to the main PIM suite where they went through the Post Incident Procedures. It was great to see so many in attendance including PWAs, Professional Standards, Scene of Crime, IPCs, SFCs and the IPCC. Six members from Water Gordon Solicitors (formerly RWF) attended to give advice on legal issues affecting the Officers. The Federation were also there in force and participated in the exercise.

On the 18th May the PFQA attended the Humberdale Police Firearms Training department and witnessed a similar incident to that in Norfolk. Again the attendance was very good, including several Federation Reps and lawyers. These exercises are really a good way to test the response of the Force to a Police shooting and can be adapted to cater for any Police contact death or serious injury incident. One of the concerns the PFQA has always had is the inconsistent way that principal Firearms Officers are treated following a shooting. It really does vary from one part of the country to another. Humberdale ran an excellent exercise that day and it is quite apparent that those taking these matters very seriously.

If you would like the PFQA to attend and give constructive feedback to a PIM exercise please contact the PFQA on 01334 742 444 or email mark@pfqa.co.uk

TAKING STOCK

OF THE IPCC'S NEW POWER TO COMPEL ATTENDANCE AT INTERVIEW

WRITTEN BY **SCOTT INGRAM** SENIOR PRINCIPAL LAWYER, CRIMINAL & MISCONDUCT

SINCE 7TH MARCH 2013 THE IPCC HAS HAD THE POWER TO COMPEL A POLICE OFFICER WITNESS IN A DEATH OR SERIOUS INJURY FOLLOWING POLICE CONTACT INVESTIGATION (DSI) TO ATTEND A SET LOCATION AT A SET TIME TO BE INTERVIEWED

That power was given by the Government in the Police (Complaints and Conduct) Regulations 2013, and has the potential to impact strongly on the post incident process which until recently has worked well. There have been a number of DSI's since this date and so we can take stock of how this power is being deployed.

The process that had been followed prior to the introduction of the new power was for 'principal Officers', specifically those who had used force to provide an initial account before going off duty and then a detailed statement not less than 48 hours thereafter. This process followed guidance given by ACPO in 'The Manual of Guidance on the Management, Command and Deployment of Armed Officers'. Following the Guidance gave the Officers concerned, the investigating Officer and the PIM provisions should they be cross examined about the post incident process at a coroner's inquest. The Guidance specifically recognises the right of the Officers concerned to write their own statements rather than have statements prepared by the IPCC as an interview process.

The IPCC regularly sought to obtain detailed statements by serving the Officers witness to be interviewed as a significant witness, or where statements had been prepared by the Officers themselves (usually with the benefit of legal advice) the IPCC sought to obtain further information by serving the



SCOTT INGRAM

T scott.ingram@police.nhs.uk

W www.dorlandjournal.co.uk/PoliceLaw

Officers to attend an interview. Legal advice given to Officers generally had been that it was in their best interests to write their own statements rather than have the IPCC draft the statements for them because, when it came to giving evidence at the inquest, they needed to be entirely comfortable that what was in their statements reflected the evidence they would give when in the witness box and that problems could arise because of the interpretation that inevitably occurs when someone else drafts the statement. There was also the issue of conflict in that the IPCC's responsibility is to gather evidence to establish whether the use of force is justified and that is not in the best position to assist an Officer who is struggling to express himself clearly as to his justification for the use of force.

In a recent DSI in Thames Valley the IPCC wrote to key Police witnesses inviting them to attend to be interviewed and indicating that they could exercise their power to compel them to attend should they not do so voluntarily. The majority of witnesses took legal advice and while they attended the interview they chose to write their own statements rather than have those prepared by the IPCC in an interview scenario. One Officer who agreed to be interviewed was questioned by one IPCC investigator

while a second investigator typed up a draft statement on a laptop. The Officer was sent out while the IPCC investigators compared the draft of the Officer's statement and then invited the Officer back in to check and sign the statement. The Officer declined to sign the statement because he perceived there to be numerous differences between what he believed he had said or what he had intended to convey and that contained in the draft. It took some time for the Officer to amend the statement onto a form which he was happy to sign.

It is clear the IPCC intends to use its new powers to change the tried and tested process of Officers providing statements themselves, and therefore attack the process as recognised in the ACPO guidance. This puts Officers and, in particular, the PSM in a difficult position. Do you follow the ACPO guidance or the process suggested by the IPCC?

A recent attempt by the family of Mark Duggan (and another claimant) in a DSI case in Lancashire¹ to challenge the IPCC and ACPO as to the failure to take steps to prevent Officers conferring is a good indicator of the way the courts are likely to go on this issue. On the 18 June 2013 the High Court dismissed an attempt to force

the IPCC to segregate testing after there was no general prohibition on Officers conferring and that it was impossible to argue that the absence of guidance on this issue was a breach of Article 3 of the European Convention of Human Rights. The court commented that it was entirely reasonable for the IPCC to conclude that the effectiveness of an investigation may be undermined by adopting a procedure which conflicts with the ACPO guidance.

So, provided Officers follow the ACPO guidance they should be 'copper bottomed' when giving evidence at the inquest. The ACPO guidance recognises the right of Officers to write their own detailed statements rather than have those prepared by the IPCC in an interview. Legal advice given by Slater & Gordon will always be that it is in your best interests for you to write your own statement albeit with the clear intention of assisting the IPCC in its investigation. In time it is hoped that the granting of this extra power to the IPCC will be seen to have been misconceived.

For over 50 years, Slater & Gordon Lawyers, formerly Russell Jones & Wilson, has prided itself on providing great value legal services to Police Officers and personnel. For more information on the subjects covered in this article or other legal queries please contact us ■

I hereby affirm the above statement to be true

Signature _____



On February 11th 2013...



**Slater &
Gordon**
Lawyers

RJW became Slater & Gordon Lawyers.

What will it mean to you?

Last year as Russell Jones & Waller we represented **743 Police Federation members** in criminal and misconduct proceedings. **Recovered over £24 million in damages** for injured officers and their families. **Advised the Federation nationally and locally** on countless employment related matters. **Helped 860 officers nationwide** with family law issues. **Protected over 70 officers** in defamation cases and **saved members over £100,000** by using our discounted online Will's service.

Therefore Slater & Gordon Lawyers will continue to do the same. Our commitment to the Police Federation and its members will remain completely unaffected.

If you need legal help, contact the police legal specialists on the appropriate number below.

Criminal line

0800 908 977

Legal helpline

0845 601 1907

All lines are open 24 hours a day 365 days a year

PF Claims line

0800 9171 999

Family Law

0808 175 7710

Specialists in

- Criminal & Misconduct Allegations
- Personal Injury Claims
- Employment Law
- Family Law
- Defamation Matters
- Inheritance & Wills

Additional services

- Legal helpline
- Online Legal Documents
- Fixed Fee Service & Discretionary options

Offices Nationwide

Birmingham Bristol
Cardiff London
Manchester Milton
Nottingham Newcastle
Sheffield Wakefield
& Birmingham*

*Representative office

"From the first phone call, to the conclusion of my case, I found them to be knowledgeable, professional and fully confident in their ability to represent me."

Police Federation
March 2012

"Service did not faller from start to finish"

Police Federation
March 2012



Slater &
Gordon
Russell Jones & Waller

A unique learning
opportunity from the PFOA

STRENGTH THROUGH SUPPORT

POST INCIDENT MANAGEMENT CONFERENCE



9 HOURS
CONTINUOUS
PROFESSIONAL
DEVELOPMENT

HOLIDAY INN HOTEL
STRATFORD-UPON-AVON

28-29 OCTOBER 2013

To reserve your place call the PFOA office
on 01354 742 444 or
email us at info@pfoa.co.uk

Credit card payments accepted

Please book early as we do have limited
spaces and are expecting this event to be
very popular.



BOOK REVIEWS



Read on...

THE CATALYST

BY GORDON BROWN

Published 23 May 2013
 Price £7.99
 Format Paperback
 Genre Thriller
 Pages 278
 Dimensions 188mm x 128mm
 ISBN 978140913463-3
 Sales 07520333114 or
enquiries@oldpublishing@gmail.com



A HIGH PACED THRILLER ABOUT A MAN LIVING WITH A POWERFUL AND UNCONTROLLABLE AFFLICTION HIS MERE PRESENCE TRANSFORMS PEOPLE'S DARKEST THOUGHTS INTO ACTION



GORDON BROWN

Set in modern day Iraq and the USA, *The Catalyst* is an 80,000 word thriller about Craig McIntyre, an US military trained bodyguard, who has a powerful and uncontrollable affliction: his mere presence removes people's inhibitions, transforming their darkest thoughts into action.

Craig discovers he's the missing catalyst for violence when a prominent politician is diagnosed he is guarding in Iraq.

As the violence around him escalates Craig Lendell, the head of a clandestine US agency, discovers Craig's curse: forcing the unique potential to create the ultimate assassin and backed by a US senator, Lendell captures Craig and Craig's wife, Lorraine. While torturing and dragging Craig, in an attempt to mold him into a lethal weapon, Lendell forces him to witness Lorraine's murder.

Craig is rescued by Charles Whyte, an ex Navy Seal when an attempt to assassinate the head of an African state goes badly wrong. Devastated at the death of his wife and mentally scarred from months of torture, Craig vows to kill Lendell and the senator and bring an end to their depraved scheme. But he has to act fast because Lendell has ordered the agency to hunt Craig down and bring him back dead or alive.

Gordon Brown was born and lives in Glasgow – having spent twenty-five years in the sales and marketing world working on everything from alcohol to global charities and from TV to lingerie. He lives in Glasgow with his wife and two children. *The Catalyst* is Gordon's third novel.

The Catalyst by Gordon Brown (see, not that one!) is an amazing well received thriller, soon to be nominated for a 'Readers' Scottish Crime Writers' Award in September 2013 (fingers crossed).

Gallop Press (the Police, Crime, Thriller imprint of Olibon Publishing) has released yet another cracking, blistering, fast paced "What if" novel of huge proportions, where there appears to be no limits as to what individuals, forces or indeed Governments may get up to or have done so...

A recent review by the best selling Daily Record in Scotland gave the following review "The book is fantastic. I was totally gripped by it. Could absolutely see this as a movie too, so do make sure it finds its way to UK"

"Cracking premise, blistering action and swarms of dodgy bad guys in series. *The Catalyst* is an explosive read that keeps the suspense dial turned to high from beginning to end"

TOP COVER: readers can order the book for a discount of 25% including free P&P from

Website www.olibonpublishing.com
Facebook [facebook.com/olibonpublishing](https://www.facebook.com/olibonpublishing)
Telephone 01553 52 53 514
Email alan.olibonpublishing@gmail.com



Police Constable (Transfer) Including Aged and Franchise Officers' Royalty Protection

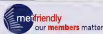
Key: Contributory is currently making applications from existing Police Officers who have Royal Protection and the potential to develop around it still.

Notes: we are seeking Constables from all uniformed forces, we are currently interested in those who may already be authorized franchise officers or have applied and in 2014/15 then having met qualification criteria then.

Franchise: we thought the entry and all necessary financial details (including Protection data) at Royal Protection including Birmingham Police's Royalty Protection data offer value as in terms of fees and compensation for officers being outside of a 20 mile radius.

if you are a uniformed officer in a domestic security sector, it may be that you are a part of the country, we will give you an on for a franchise on day on January 10 August 2013 (including London area staffed officers will be invited to discuss the transfer process and opportunities available).

To confirm your interest in the application please contact recruitment@olibon.co.uk, please call.



Retirement looming? Options

regular pre-retirement seminars at a variety of venues around London.

- Completely different to those held at the Empress State Building
- Packed with important financial information for those who are approaching retirement
- Relaxed and informal - usually 3 hour afternoon sessions at:
 - Bushey
 - Imber Court
 - The Warren
 - Chigwell and other Met venues

Refreshments served

• Pensions • Wills • Mortgages • Savings • Investments

Have a plan when approaching retirement - take advantage of this free **menfriendly** service.



Scan the code

Menfriendly Police Priority Support Limited

Phone 0203 524454
 Fax 0203 524454
 Email enquiries@menfriendly.org.uk
 Web www.menfriendly.org.uk

Contributory is the primary provider for men's issues. Menfriendly Priority Support Limited has applied to the Police & Security (P&S) authority for the Royal Protection, as currently provided to the British Criminal Justice and the Metropolitan Police Authority (see the P&S 2013).

Information under the Freedom of Information Act 2000 (England & Wales) is: 2013

Pedal4Payback

5 Days, 4 Countries, 3 Friends, 2 Wheels, 1 Mission

Pedal4Payback has been set up to raise money for 4 charities that all helped toddler Maide Moon and her family in various ways in their time of need after they were unfortunately involved in a serious road accident in September last year.

Pedal4Payback consists of 3 good friends and a support driver (including Maide's Dad and Granddad) who are taking on a 500 mile cycle ride starting at the Air Ambulance airbase on 24 August cycling into France, Belgium, the Netherlands and then back to England.

Pedal4Payback can be found on Facebook and also on Twitter @Pedal4Payback for updates, pictures and more information.

Please give them your support and help give something back to these 4 wonderful and extremely worthy charities by sponsoring them at <http://uk.virginmoneygiving.com/Pedal4Payback>



Pedal4Payback Proudly Sponsored by:



**CREATIVELY
BANG ON TARGET**

creativewell

BRAND DESIGN | DESIGN AND PRINT | CORPORATE DESIGN AND WEB
CREATIVE TENDERS | EVENT CREATIVE SUPPORT | TALENTED TRAINING

www.creativewell.co.uk

No1 CopperPot Credit Union Membership is FREE and is exclusively for the police family.

We have a range of savings and loan accounts that can accommodate all your needs. Instant access cash ISA accounts offer an active return and our instant access cash ISA currently pays 3% AER (variable). We offer affordable mortgages with a fixed rate for life and flexible and affordable loans of up to £25,000 are also available, with no hidden fees.

You can save and repay loans directly from your police payroll to direct debit and inclusive life cover means that if the worst were to happen, your savings would be protected and your loan would be cleared (terms and conditions apply).

Contact us...

General enquiries: 0845 130 1852

All rates subject to local rates

www.no1copperpot.com



For more information visit www.no1copperpot.com or contact us on 0845 130 1852. All rates subject to local rates. All rates subject to local rates.

THE 2014 PFOA SUMMER BALL

Saturday 28th June 2014

The Beaumont Estate Hotel
Old Windsor, Berkshire SL4 2JD

- Reception drinks
- Three course meal with coffee & mints
- Bottle of wine and two bottles of beer per person
- Live singer, disco,
- Prize draw & auction
- And some surprises!

Black tie, ball gowns & models

Toast Master: Andy Bignold

£75 per ticket

To book tickets call Debbie or Cheryl in the PFOA office on 01254 742 444

Hotel Booking details:

Standard Rooms:

£75 single, £85 double with breakfast

Superior Rooms

£95 single, £105 double with breakfast

Deluxe Rooms in the White House:

£115 single, £125 double with breakfast

Junior Suite in the White House:

£195 single, £205 double with breakfast

Hotel Contact Number: 01753 640000
quote 'PFOA Ball 28th June 14'



From the people who brought you Chronicle

JML

Training Solutions Ltd



Tactical Medicine MOD5 - D13



Following the recent acquisition of Trident Medical, JML Training Solutions are pleased to offer the Police Mod5 D13 Tactical Medicine Training as part of their extensive portfolio. The course can be specifically tailored and adapted to suit the unique requirements of your force. It complies with and exceeds the guidance from the College of Policing.

We pride ourselves on no-nonsense, highly interactive training delivered by practicing healthcare professionals including paramedics. Couple this with the extensive firearms experience of the JML staff and we believe that our training in this area is the very best on the market.

We currently deliver this training to various Police Forces, Fire and Rescue Services, Ambulance Services and other public sector bodies. We are also able to deliver the full range of first aid training and our accreditation standards include: Institute of Health Care Development, (IHCD) Edexcel, Royal College of Surgeons and the Health and Safety Executive, (HSE). Contact us on the details below to discuss your requirements and experience the highest quality training currently on the market.



For more information please contact,

Pete Thorpe Dip/MC RCS (H&A) SrParam
Head of Clinical Education / Critical Care Paramedic
E-mail: P.Thorpe@jml-tls.co.uk
Mobile: 07809 351825

Kerth Tierney
Head of Training
E-mail: K.Tierney@jml-tls.co.uk
Mobile: 07775 905820



edexcel
Approved Centre

HSE
Health & Safety
Executive Ltd

hpc
registered

PFAA
Policing Firearms Association

UKFA

Let's Work Together

WRITTEN BY STEVE WHITE, DEPUTY CHAIR OF THE POLICE FEDERATION OF ENGLAND AND WALES, FORMER APO WITH AVON & SOMERSET POLICE



The feeling of being in a shooting range can be intimidating. At times, in my current role as vice-chairman of the Police Federation, I sometimes feel as though I am the silhouetted torso facing the targeted frustrations of Officers under attack. I remember vividly undergoing the selection process for becoming an Authorised Firearms Officer (AFO) which included a shooting assessment. I had never fired a gun in my life. The closest I had ever got was as an eight-year-old wedging a black plastic rifle. I had spotted it in a toy shop in central London and begged my mother that I had to have it. "It says it fires real bullets," I excitedly exclaimed. Why on earth I thought that sales pitch was going to actually convince my mother to buy it for me, god only knows, but buy it she did. I excitedly took it from its cardboard mounting, assembled the 'real magazine', inserted the grey plastic bullets and with a steady aim, fired the first shot. As my older brother. He was standing no more than five feet away. The bullet left the barrel at what I can only describe as a leisurely walking pace, barely actually reaching the end, and with a trajectory in the vertical it fell limply to the floor. My brother lived to annoy another day.

So there I stood on the range at Police HQ in Avon and Somerset with a Glock TP strapped to my thigh and I felt really nervous. Not about my ability, because I had no idea whether I could hit a barn door at ten paces, but because I had a real gun, with real bullets nestled awfully close to parts of my body with which I had become quite fond. In the days and weeks of initial training, to the advanced escort group training and six years of cruising an armed response vehicle (ARV), I fondly remember those days as being some of the most rewarding and challenging in my Police

career. Now, more than ever, we all recognise the value and contribution that Firearms Officers provide day in and day out across the country. The provision of assistance to Officers from the Police Federation is well known and quite clearly defined but, as policing evolves, so should the support mechanisms and organisations which provide the support recognise the need to change and adapt. The Police Firearms Officers' Association (PFOA) is a response for this evolution and is a key and equal partner in helping Police Officers, their families and colleagues in a way which perfectly complements the work of the Police Federation. We are two separate and distinct organisations with a common and shared purpose of caring about Police Officers, their colleagues and their families. The PFED do things which the PFOA cannot and likewise the PFOA do things which the PFED cannot. We must continue to have a strong relationship and bond, understanding each others' differences, expertise and benefits so that our Officers get the best out of both organisations.

As I sit reflecting on my service as an AFO, recalling those frustrating moments while prone at 30 metres trying to hit the target with a Glock, those moments of adrenaline highs as the hard stop is called, and the moments of hilarity and humour so essential in a close-knit team, I am thankful that I know that today the support offered from the PFED and PFOA to Officers who volunteer for these responsibilities improves year on year. Long may the relationship between us continue to flourish. ■



TOP COVER TO YOUR DOOR!

NOT A MEMBER OR IN A FIREARMS COMMAND?

Email or call us today to get your copy of TOP COVER magazine delivered to your door for just £12 per year (including postage UK only)

Email: info@pfed.co.uk or

Call: Debbie on 01854 742 444

Online: www.pfed.co.uk

MEMORIES OF BROADWATER FARM

METFRIENDLY IS A MUTUAL ORGANISATION SET UP TO PROVIDE ALL MEMBERS OF THE POLICE SERVICE AND THEIR FAMILIES WITH SAVINGS, INVESTMENT AND PROTECTION PRODUCTS.

We have close ties with the Police and many of our staff and Board members are ex police, and have years of experience serving on the frontlines in the Metropolitan Police and beyond. One such person is our new Chairman – former Chief Superintendent Mike McAndrew.

On Sunday the 6th of October 1985 Mike was an Inspector in charge of a Counter Support Unit consisting of 10 Officers and a Sergeant.

‘The previous day, on the Broadwater Farm Estate in Tottenham, the death of a local woman during a police riot saw tensions running high. The next day they erupted violently as hundreds of youths ran smoke and petrol bombs, rocks and bricks were hurled at police.

Stunned nearby and listening to the escalating chaos on his radio, Mike decided things were spiralling out of control and decided to head to the scene with his team. What followed was one of the most intense nights of Mike’s career. Over the next 10 hours or so, the police – ill equipped, underprepared and under sustained attack – had to get control of the estate.

Broadwater’s elevated position and rubber-woman-like design meant the rioters were able to hold the police at bay while raining a seemingly endless barrage of petrol bombs and other missiles down onto their positions.

Mike’s team were right on the frontlines, dodging the fiery bombs and engaging in exhausting running battles with the mob. Eventually they were relieved and returned to the rear where one of Mike’s team members was shocked to discover a bullet hole through his perspex riot shield.

Mike then led his team to support an attempted entry around the side of the estate where Police and Fire Brigades were trying to extinguish a fire started by the rioters. During the attempt the Officers were ambushed resulting in the tragic death of PC Keith Blakelock, who was struck by rioters wielding knives and machetes.

Mike saw his fellow officer being carried from the building and later, as word spread through the ranks, shattered Officers reacted in shock to the news that one of their own had been killed.

Concerned that TV and radio would soon be breaking the story of an Officer’s

death, Mike – long before the days of mobile phones – had to ask a nearby resident for use of their phone to call his wife and reassure her he was alright.

Mike says he was never scared during the night as he was not focused on the job at hand. However after the riot peaked and as the early hours and Mike had returned home, he was finally able to reflect with great sadness, and not a little shock, on the tumultuous events of the previous hours.

The tragic events at Broadwater Farm led to many recommendations and tactical adjustments regarding the policing of protests, rioting crowds and it is a night Mike McAndrew will certainly never forget.

Metfriendly welcomes Mike as our new Chairman and know his many years of service as an Officer will give us even better Police perspectives on our operations than before. We are here to serve the best interests of all Police Service members and their families who are all eligible for membership with us. More information about Metfriendly can be found on our website at www.mfriendly.org.uk ■





Invest £10,000 or more with metfriendly and straight away you'll get an extra 1%!

Invest £10,000 or more in our ISA or With-Profit Bond and you will receive an extra 1% bonus that will be added to your investment (this can be split between you and your partner).

We offer mid to long term products designed for long term growth while keeping risks low.

metfriendly - an even better place to invest your lump sum, inheritance, or any other windfall money.

The offer is for applications made between the 1st September and the 1st November 2013



our members matter

Metfriendly is a Public Limited Company

Phone: 0800 800 000
Email: info@metfriendly.org.uk
Web: www.metfriendly.org.uk

metfriendly is a trading name for Metfriendly Value Property Limited (LTD)

Metfriendly Value Property Limited (LTD) is authorised by the Financial Conduct Authority and regulated by the Financial Services Authority and is a member of the Financial Services Compensation Scheme (FSCS).

Metfriendly is a company registered in England No. 10111011
Registered office: 101, The Quadrant



EDGAR BROTHERS

POLICE AND MILITARY DIVISION



EBPMD

WWW.EDGARBROTHERS.COM

TEL: +44 (0)1625 430330 FAX: +44 (0)1625 430707 EMAIL: PMO@EDGARBROTHERS.COM

